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YOUR JOB IF WE ARE INVADED —Page 181

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NOTES AND COMMENTS

Safeguarding Conditions

FAR-REACHING possibilities lie behind the Government's plans for compulsory arbitration in industrial disputes, to which we referred last month, and which have now been carried a stage further by the Order in Council of July 10, amending the Emergency Powers (Defence) General Regulations, 1939. The Order adds a new regulation, 58 AA, empowering the Minister of Labour and National Service to make provision by order for:

(a) Establishing a tribunal for the settlement of trade disputes;

(b) Prohibiting, subject to the provisions of the order, a strike or lockout in connection with any trade dispute;

(c) Requiring employers to observe such terms and conditions as may be determined in accordance with the order to be, or not to be less favourable than the recognised terms and conditions;

(d) Recording departures from any rule, practice or custom in respect of the employment, non-employment, conditions of employment, hours of work, or working conditions of any persons; and

(e) Any incidental and supplementary matters for which the Minister thinks it expedient for the purpose of the order to provide.

Although the wording of the regulation refers only to "trade disputes," we understand—unofficially as yet—that it applies with equal force to local government. Assuming that this is the case—and official assurances on the point are being sought—branch secretaries are being asked to inform Headquarters of all wartime departures from recognised conditions in hours of work, overtime, holidays, and the like, so that they may be registered with the Ministry. This will ensure that pre-war conditions and privileges altered, worsened, or abandoned during the war, are restored when it is over, in accordance with the pledge given by the Minister of Labour and National Service.

Whitleyism by Order?

PROVISIONS (a) and (c) are even more significant for local government officers. The arbitration tribunal, set up under a further order of July 25, can well be keyed with existing Whitley machinery, and the powers to compel employers to observe the terms and conditions it determines give an obvious lead to that system of compulsory and mandatory Whitleyism towards which NALGO has so long been striving. Here are great possibilities. As the last war gave us Whitleyism, so this war may give us those national standards of recruitment, salaries, and service conditions we have so earnestly, so patiently—and hitherto let it be confessed, so vainly—been seeking. Few measures would make a greater contribution not merely to the contentment of local government officers themselves, but to the efficiency of the whole local government Service.

To-day's Chaos

HOW greatly such standardisation and co-ordination are needed to-day is well illustrated by the present chaos over working hours, overtime pay, salaries, and conditions generally. Where some local authorities are dismissing trained officers because they cannot find work for them to do, others are seeking vainly for workers of any kind to relieve the terrific pressure of civil defence duties on staffs reduced by the calls of the Forces. Where some, encouraged by the Ministries of Food and Transport, are paying for overtime worked by sections of their staffs engaged on food and fuel control (but not by the remainder) others are refusing to do this. Where some are making up war service pay, others are not. Where some have granted war bonuses—on a bewildering variety of scales—others will not do even that. And so it goes on, with all the friction, staff disaffection, and loss of efficiency to which such exasperating chaos gives rise.

Sweated "Temporaries"

ANOTHER disturbing feature of the present situation is the growing tendency among local authorities to offer totally inadequate salaries to temporary staff. The usual practice appears to be to offer junior scales while specifying that applicants must be over 35 or 41. Recent examples include rates and housing rents collectors who must be over forty and will be paid £175 a year; clerical assistants "over military age" who are offered £156, and an additional sanitary inspector who, after providing his own car or motor-cycle, will be allowed £180 plus mileage allowance.

This kind of thing, if allowed to continue, is bound to depress salaries and the quality of the Service to-day, and to worsen the inevitable dislocation after the war. For that reason we must resist it by every means in our power.

On the other hand, shortage of trained labour may provide its own solution, as the following newspaper paragraph suggests:

> "Only two replies were received to the council's advertisement for an assistant sanitary inspector, Dr. Goodwin reported on behalf of the public health committee, and these were from the Sanitary Inspectors Association and NALGO, protesting that the salary offered was too low. The matter was referred back to the committee to reconsider the salary question."

One-Sided Sacrifice

LOCAL government officers are as keen as any section of the community to put their backs into the job of winning the war—the only job that matters to-day. They have done, and are doing, their share, and they have abandoned or sacrificed many of their legitimate claims in order the better to "go to it." But such sacrifices must not be one-sided. They realise, better than do the local authorities, that local government is to-day a national service, requiring national standards of recruitment, of training, of skill, and of efficiency. Those standards can be secured only through national standards of salary and conditions.

In the meantime, NALGO's efforts to combat the evils referred to above, and to bring order into the present confusion, will be assisted if branches and members everywhere will promptly report to Headquarters every example of inadequate salaries, wretched conditions, and other anomalies and injustices coming to their notice.

The Overtime Evil

WHILE the excessive overtime worked by nearly all officers immediately after the outbreak of war appears to have abated in some places with the enlistment and training of temporary staffs, the evil is still prevalent in the small authorities which have been in the firing line of recent air raids. We hear, for example, of one sanitary inspector in a small borough whose "normal" working hours lately have been 9 a.m.–1 p.m.; 2 p.m.–7 p.m.; 10 p.m.–4 a.m.; plus night meetings and recall if a warning should sound during his "free"

moments. This has continued seven days a week for some time; in fact, when the town was visited by a divisional officer recently the sanitary inspector, clerk, and engineer had not been to bed for three weeks.

A financial officer in another town gives the following diary of a typical day:

6.30–7.30 a.m.—raid.

9.0 a.m.–5.0 p.m.—office, with warning and stand-by signals throughout the day.

10.0 p.m.–4.45 a.m.—control duty, with office work in the intervals between successive warnings and raids (the water accounts were balanced at 3 a.m.).

These men—and scores like them—are not complaining; as the divisional officer reported, they "want to make air raid precautions a success by unstinted service." But there are limits to human endurance, to exceed which is dangerous to the community as well as to the worker, particularly when the worker occupies a key position in the civil defence service. Mr. Ernest Bevin has rightly checked excessive overtime in munitions factories; it is time the Ministry of Health and the local authorities took similar steps in local government—where the problem will otherwise become more acute as soon as the officers between 25 and 30 are called up.

Circularitis Rampant

OUR request last month for constructive criticism of the civil defence machine in the light of practical experience has drawn a blank. Either the organisation is perfect or—as is more probable—the officers running it have been too busy to stop to criticise or suggest.

One point, however, has been made, which seems to merit consideration. Several officers complain bitterly of the increasing deluge of circulars from Whitehall, some of them simply foolish. Circulars, of course, there must be—but a firmer effort should be made to co-ordinate their issue and restrict them to essentials. At present the important and the trivial pour forth in such volume that executive officers are in danger of drowning beneath them.

"It seems to be the ambition of every Government department to send out as many ambiguously worded circulars as possible," declares one officer bitterly, adding "it is obvious that the Civil Service does not possess anyone with knowledge of the administration of local government." This officer goes on to make the sensible suggestion that the Civil Service should recruit one department entirely from local government, through which its contacts with the Service should be made. Where local government officers have been seconded to Whitehall—notably in the Ministry of Supply—the experiment has proved a success.

We shall welcome comment on this theme and on any other aspect of the civil defence organisation: not in any desire to foster criticism or grousing, but as a contribution to the improvement of an organisation which, on the whole, has shown itself fully equal to the tasks so far imposed upon it.

Organising for Defence

THAT branches and members everywhere are recognising, and doing their utmost to meet, the needs of the times is made clear by a number of communications received this month. Sixty members of the Heston and Isleworth branch, for example, of ages ranging from 18 to 60, have formed a separate platoon of the local L.D.V. and, after training twice a week on Monday evenings and Saturday afternoons, under the instruction of the Mace-Bearer, a former sergeant-major of the Royal Fusiliers, are now undertaking regular guard duty, together with propaganda route marches.

Harrow branch has arranged for its members awaiting calling up or wishing to join the L.D.V. to receive preliminary military training.

Yet another scheme has been adopted at Ilford, where the branch, with the support of the council, has inaugurated a "Fitness for Service" scheme for the staff. Members undergo physical training on two evenings a week, and it is proposed later to have a week-end session.

A CALL FOR TO-DAY

THE stirring message which Sir Frederick Mander, general secretary of the N.U.T., gave to the teachers of Britain the other day applies with equal force to NALGO members, and for that reason we think it worthy of wider circulation among them. If for "teachers" they will read "local government officers," and for "school" "local authority," they will find in it a call to which all can respond.

"I want," Sir Frederick said, "to tell the teachers that the dominant fact confronting them all is the present war situation—that the determination that must animate them all is the winning of this war. The war has entered a new phase . . . and the mentality of the teaching profession must also enter a new phase. The time has gone when teachers can hope to serve the nation, the school, and, least of all, themselves, by bringing a pre-war or early-war mentality to bear on their job.

"Many of the ordinary amenities of life have been restricted, rationed or renounced with the cheerful acquiescence of the ordinary people. Many millions have been embodied or are being embodied for the defence of us all. In the factory and shop the workers have imposed a new discipline on themselves and have waived rights they would stoutly defend in normal times, and they are working as never before. The response of all these sections has been magnificent.

"I think I know the teachers of this country, and I confidently believe that their response will not be less spontaneous, less complete. And let all teachers remember this—that if, in the interests of the nation, some of the rights and privileges of normal times are exchanged for new services, new duties, new devotion, let them be exchanged gladly and let the solitary grumbler know in such a time as this that he who clings most tenaciously to his rights shall most surely lose them.

"I say to the teachers of this land that everything they stand for is wrapped up in the issue of this war, and until we are free from the shadow of conquest by the forces of evil which now threaten, everything we do or are asked to do must be measured by its contribution to the winning of the war."

Nor has Headquarters staff been idle. In addition to vigorous "digging for victory" in the fields around its war-time quarters at Croyde Bay, and looking after a group of evacuated schoolchildren, it has formed, under Major Simonds, legal secretary and deputy general secretary, a local unit of the L.D.V. Every remaining male member of the staff is in the unit, which nightly stands guard over its section of the Devon coast—a section which has been not without excitement recently.

Service Through Saving

THE National Savings Campaign, about which we publish an article this month, provides another opportunity for useful service of which many branches are availing themselves. In Wolverhampton, for example, the branch is providing secretaries for each of the 15 ward savings committees which are organising an intensive "double your savings" drive. Some local authorities have passed on to the NALGO branch the job of organising the local campaign. And the little Swadlincote branch of 28 members has saved £50 in 4 months. At the same rate, all NALGO's members could save nearly £650,000 a year—enough to buy quite a number of Spitfires.

A Debt of Honour

WHILE nearly 500 local authorities have now agreed to make up in full the difference between civil and war service pay, there has recently been a disquieting tendency on the part of some to repent of their earlier decisions and whittle down their schemes. This represents a breach of faith with staffs, many of whom joined the Territorials before the war, or enlisted immediately after its outbreak, on the strength of assurances that their dependants would be safeguarded. We commend to such authorities the statement made by the chairman of the Birmingham Finance Committee the other day, in resisting a motion asking for modification of the council's scheme. Disclosing that the cost to the ratepayers of making-up service pay was £123,000—equal to a 4d. rate—he said: "I regard that as a debt of honour."

Apathy Again

SOME of our correspondents seem to be developing a tendency to blame the N.E.C. and Headquarters for every failure to secure the full measure of the Association's policy in every area. That this is unfair criticism is demonstrated by the example of one notable branch. Its authority has steadily refused to make up war service pay, has appeared consistently on the "black list," and is boggling over a war bonus. What has the branch done about this? This extract from a letter sent by the branch secretary to the divisional officer recently is self-explanatory:

> "I have been waiting until after the quarterly meeting of the branch, which was due to be held yesterday, before writing to you. Incidentally, the meeting had to be abandoned because the apathy and/or duties of our 250 odd members are such that a quorum of 20 could not be obtained."

We mention this in no desire for recrimination, but to point the moral that success depends upon joint enthusiasm and effort between branches and Headquarters. The activity of one is wasted when it is met by the apathy of the other. If we are to succeed, we must all pull together—members, branches, district committees, Headquarters, and the N.E.C.

Dingle Foot, M.P.

MEMBERS everywhere—and especially those who have heard his speeches at Conference—will be sorry to hear that Mr. Dingle Foot, M.P., has been compelled, on his appointment as Parliamentary Secretary to the Ministry of Economic Warfare, to relinquish his direct association with NALGO and his watch on their interests in the House of Commons. NALGO has never had a more active and vigilant Parliamentary representative, and few outside the N.E.C. know how much we owe to his energy and enthusiasm. In expressing here our gratitude to him, and our congratulations on his appointment, we welcome also Mr. Wilfrid Roberts, M.P., who will take his place, with Sir William Jenkins, in looking after the Association's legislative interests. Mr. Roberts has been Liberal M.P. for North Cumberland since 1935.

For Soldiers in Liverpool

LIVERPOOL branch provides the latest addition to our list of those setting up welfare committees to look after members on war service. Mr. W. A. Murray, of the city treasurer's department, has been appointed welfare officer, and has generously offered to visit and pass on comforts to members of other branches who may be in Liverpool. In view of the number of wounded passing through Liverpool, this gesture will be widely appreciated.

YOUR Job if the INVADER COMES

" Upon the courage, loyalty and, above all, the calm efficiency of a few isolated local government officers may depend the morale of an entire locality, and thereby the success or failure of an attempted landing " is the lesson of this article, stressing the importance of the administrative services in total war and the duties required of them

THE many people who, at the beginning of the war, doubted or ignored the value and importance of local government in the national life, must have been disabused by now, when the machine has been fully enlisted as a vital part of our defences. Up to the collapse of France it was still possible for the unimaginative to regard the daily and nightly activities of wardens, first-aid, rescue, and demolition squads, A.F.S. workers, and the like as either a joke or a nuisance, and to indulge in plaintive or superior criticism of their organisation and efficiency. But since that Black Monday in June, when incredible whispers of disaster at Bordeaux became a still more incredible fact, the position has been transformed. Overnight, Britain itself became the major battlefield, and the gay amateurs of yesterday the valiant defenders of to-day. In many towns, they soon had grim experience to test the quality of months of practice, and from all accounts they answered the test magnificently.

With the bombs came a bombardment of new tasks on the long-suffering local authorities, but all were shouldered with the same ready enthusiasm. One day the nation awakened to find itself living in a maze, all signposts vanished, and dependent for direction on suspicious oldest inhabitants and the ubiquitous stranger in these parts. Parks, fields, golf-courses, were as swiftly and mysteriously scarred with trenches, felled trees, haystacks, and the steam-rollers of a happier age; pillboxes sprang up like mushrooms after a July thunderstorm; and the main roads took on the character of a gated Pennine byway. Half the coast of Britain was closed to the holidaymakers who would normally have been thronging its sunsplashed beaches, and plans for civilian evacuation were prepared.

In all these, and many similar tasks, the local authorities showed their new-found ability for improvisation and swift execution. The job was done speedily, efficiently, and successfully.

But that was only the preparation. By the time these words are read, local government may be facing its supreme test—the power to carry on with the enemy not merely at the threshold but within the gate.

For that, if the invader comes, is what it will have to do. All the evidence from Poland, Norway, Holland, Belgium, and France, shows that Hitler's most successful, and therefore most dangerous, weapon is administrative chaos. It was not the bombs, the tanks, the guns, and the troops that finally defeated these countries. As Dr. Ivor Jennings pointed out in a penetrative article in the " Local Government Chronicle " recently, they fell because their administrative systems broke down, sabotaged from within by the Fifth Column, or undermined from without by the spies and parachutists sent specially to perform that very job. In some French towns, for example, the Mayor and the town hall staff were among the first to leave when the German forces drew near. Immediately they had gone, panic overtook the population, which joined in the mad flight southwards, choking the roads, preventing the arrival of defending reinforcements, spreading confusion in every town and village through which they passed, and providing all the time an ideal target for the German aerial machine-gunners. In ten days, between May 10 and May 20, the number of refugees in France jumped from 600,000 to five million, and it continued to increase as the battle extended.

Some local authorities stuck to their posts and carried on, doing magnificent work in housing, feeding, clothing, and financing the refugees, restoring them to calm and some semblance of order, and in maintaining the morale of their own populations.

A vivid picture of the situation during those last days was presented in the " Municipal Journal " of July 5 by Mr. S. Henry Kahn, who took part in the flight from Paris on June 13. By that time the Government had lost control and was in flight itself; the local authorities were left to their own resources.

" Those are to remind me to turn the water off when we're finished, chief."

Mr. Kahn tells of small towns, of four or five thousand people, out of the danger zone, flooded in a few hours by 50,000 or even 100,000 refugees clamouring for shelter, food, and succour. Some met the situation. " It is impossible," Mr. Kahn writes, " to squeeze fifty thousand people into a town of four thousand, and it is impossible to feed fifty thousand people with the food of four thousand. Yet the miracle was performed by some local authorities." But others failed, and they extended the chaos which led to the final collapse.

These experiences, and many others which could be cited, emphasise the vital need to maintain full local administration in all circumstances. The Government, in its plans for voluntary and, in the last resort, compulsory evacuation of the non-essential civil population from the threatened areas, and its advice to the remainder to " stay put " until further orders, has clearly recognised both the danger and the remedy. But, as Mr. Jennings points out, the success or failure of the Government's plans rests with the local authorities and their staffs. If communications are interrupted there may be no " further orders," and authorities and their officers will be left to rely on their own initiative. " Every public authority must carry on; with or without instructions . . whether behind a British line, in the line, or behind the enemy line, and whether (as is more likely to be the case) there is no line at all but numerous isolated engagements. Even if a particular area is occupied, the local authority must carry on. It will then be subject to the orders of the enemy, and it will probably be superseded; but even then it must be ready at a favourable opportunity to get going once more, so that, if a counter-attack comes, order can be immediately re-established."

Action on these lines, Mr. Jennings points out, may mean that the authority will have to take the law in its own hands. " Local authorities must act under orders so long as orders are possible, and should then give orders when orders to them are not possible. Whatever happens, food, water, light, and heat must be provided; the roads must be kept maintained and kept clear of all except military barricades; the sewers must be repaired as often as they are broken; hospitals and casualty stations must be kept working; the civil defence services generally must be kept in full operation."

To perform these duties adequately emergency committees and officers must regard themselves as units of a great army. " So long as orders come from the commander-in-chief, they must be obeyed; so long as a senior officer can give commands, those commands must be obeyed. In the last resort, however, a junior officer, a non-commissioned officer, or a senior private must take command. That perfectly clear military system provides the complete analogy for civil administration. Whoever is in command must exercise his discretion, and the rest must obey his orders."

Those are the lessons of the war for local government. They are part of that " total " war we have talked about so much but the meaning of which we are only now beginning to realise. We are all in it—not as spectators, not as helpers—nurses, wardens, firemen—not as victims only, but as active participants, possibly as officers in command. Upon the courage, loyalty, and, above all, the calm efficiency of a few isolated local government officers may depend the morale of an entire locality, and thereby the success or failure of an attempted landing.

What will *you* do if this very minute you are told that a German force is swarming up the beach or has landed on the golf-course? Will you run around in circles, vainly seeking instructions from Whitehall, from the Regional Commissioner, from the military authorities? Will you ransack the files for Ministry circulars on the subject or start searching the minutes for precedents? Will you fly through the office repeating every rumour and eagerly collecting more? Or will you, whatever your job, calmly take command of the situation and, without fuss, ensure that everything carries on normally, that all about you know what they must do and do it, that anxious members of the public are reassured, and that order is restored and maintained? Upon your action or inaction, your example or lack of it, your calmness or panic, may depend the smooth administration of the services in your area, the morale and discipline of the public and thereby, the success—or the failure—of the efforts of the military to dispose of the invaders.

Local government, in short, occupies to-day a key position in the defence of Britain. Upon it, and upon the calibre of its officers, our security rests, to a greater extent than many have imagined.

COAST TOWN OFFICERS' PLIGHT

N A L G O to the Rescue of Threatened Staffs

THE partial voluntary evacuation of coastal towns during the past month, and the threat of compulsory evacuation of some in the event of invasion, have presented N A L G O with one of the biggest problems in its history. By the middle of July, scores of officers had been warned that they were regarded as redundant and would have to find other jobs; thousands more were in danger of instant dismissal as soon as invasion began. When these words are read, many may be scattered throughout the country, with evacuated populations, workless and helpless but for the aid the Association can give them.

Happily, that aid is likely to be substantial, thanks to the vigour with which the N.E.C. Emergency Committee and Headquarters have tackled the problem.

While the possibility that certain areas might have to be cleared of their civil populations had been apparent for some time, and was the subject of an interview between the organising secretary and Ministry of Health officials on June 11, the full extent of the problem was not revealed until June 20 and 21, when circulars were issued by the Ministry of Home Security and the Ministry of Health to a number of local authorities on the East and South East coasts. These, with further explanatory memoranda sent out later, warned the authorities that compulsory evacuation might be ordered, and urged them, in the meantime, to encourage the voluntary evacuation of children, the aged and infirm, and all persons not engaged in essential work.

It was made clear that local government officers required for the maintenance of essential services must remain until instructed to leave by the Regional Commissioner. The clerk to the authority was left to decide which officers were essential and which were not.

In dealing with non-essential officers—and presumably with the "key-men" when the order for complete evacuation was given—the local authorities were advised to follow one of two alternative courses:

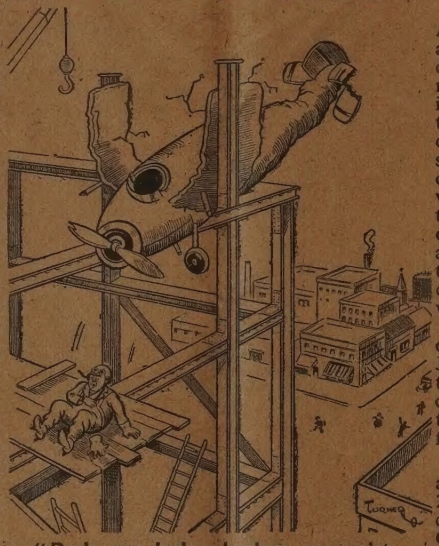
1. Termination of the contract of employment, with payment of salary in lieu of notice. In most cases, this would mean instant dismissal with one month's salary.

2. The grant of leave of absence without pay, together with such monetary provision as the local authority agreed to make to meet immediate necessities, but not exceeding the amount payable under the first alternative (i.e. one month's salary in most cases).

Thus, some thousands of men and women, some young, some nearing retirement age, all highly qualified and trained in the different aspects of municipal administration, were to be cast adrift with one month's salary or less in their pockets. No recognition was to be made of superannuation rights, of length of service, or of the unstinting sacrifice of leisure for months past in building up and organising the civil defence services. No guarantee of reinstatement after the war was given. And, since most authorities have now obtained certificates of exception, the majority would be deprived of the palliative of unemployment pay.

Nowhere in the official scheme was any real provision made for finding work for the displaced staffs. The nearest approach was the vague suggestion to local authorities that officers evacuated with the civil population should get in touch with the authority in the area to which they were sent in the hope that it *might* have a vacancy—obviously a vain hope for the majority—and the intimation that the attention of receiving authorities had been drawn to the "desirability of taking advantage . . . of the experience and qualifications of staff from the evacuating authorities who come to their areas."

Such was the position at the beginning of July. It was profoundly unsatisfactory. And, since the emergency might be upon us at any time, speedy and vigorous action was required. The first essential was to find jobs for the displaced staffs. This would provide immediate relief, while the other problems of



"Dash my luck—broken my wrist-watch glass again!"

superannuation rights, compensation for loss of office and homes, reinstatement, maintenance of war service payments to staffs of evacuated authorities with the Forces, and the like were being dealt with.

On Monday, July 1, therefore, the general secretary saw high officials of the Ministry of Health. He informed them that N A L G O was preparing at once a national register of displaced officers, and proposed to invite local authorities everywhere to give preference to these officers when appointing staff. For this scheme to succeed, however, the Government departments would have to support it.

The Ministry of Health promised the fullest support, provided the Ministry of Labour and National Service approved. That approval was secured, and within two days of its proposal the scheme was launched. By the end of the same week:

More than 4,000 registration cards had been printed and despatched to the secretaries of every branch in the areas threatened with evacuation. These were to be filled in by the members affected and returned to Headquarters as soon as they received orders to leave.

A letter was sent to all local authorities (with the exception of the smaller rural districts) informing them of the register and asking them to give preference in making appointments to the officers whose names appear on it.

A similar letter was sent to branch secretaries, urging them to inform Headquarters of all impending vacancies and to ensure that the register was used in filling them; and

The Regional Commissioners were informed of the scheme and asked to co-operate in making it a success.

Simultaneously, the Ministry of Health wrote as follows to the associations of local authorities:

"The National Association of Local Government Officers, after consultation with this Department and the Ministry of Labour, is preparing a register of local government officers who lose their posts as a result of evacuation, with a view to securing, as far as possible, employment for these officers with other local authorities. The register will relate not only to officers in the areas to which the Ministry's letter was sent, but also other areas. The arrangements which the Association are making are complementary to, and not in substitution for, arrangements made by the Ministry of Labour.

"A copy of a letter which the National Association has sent to the principal local authorities is enclosed. The Minister does not doubt that local authorities who are making necessary appointments of staff for reasons indicated in that letter will desire to mitigate the hardship caused to local government officers who lose their posts in the circumstances mentioned and will, wherever possible, offer them appointments. He fully concurs with the view that it is in the national interest that the knowledge and experience of these officers should be utilised in the public service, and accordingly he will be glad if your association will recommend to its members the desirability of making full use of the machinery which is being set up for this purpose."

These measures were reported to a meeting of the N.E.C. Emergency Committee on July 5. The committee approved the action taken and agreed that the further problems created by evacuation should be raised with the Minister of Health by a strong deputation, for which preparations were at once begun.

The approach to local authorities met with an immediate and gratifying response. Within 24 hours of the despatch of the letter to town clerks, nine authorities and one Regional Commissioner had notified fifty vacancies. Next day brought a shoal of letters and within a week more than 380 positions, including many senior and relatively high-salaried posts, had been offered by 132 local authorities, and they were still coming in at the rate of more than 70 a day.

Some councils passed resolutions instructing their officers, where possible, to make all new appointments from the register; others held up arrangements already made for engaging new officers; and many town clerks wrote appreciatively of N A L G O's initiative.

The first days, in fact, brought more vacancies than there were officers to fill them, since the register was designed to come into action only when evacuation took place, and it had not yet been ordered (except voluntarily) anywhere. Some towns, however, from which a large proportion of the population had already gone, were prepared to release redundant officers, and these were supplied daily with lists of vacancies as they reached Headquarters. A number of officers were speedily found good jobs in this way.

This is the position as we go to press. If and when compulsory evacuation is ordered anywhere, N A L G O is ready for it. It could immediately find jobs for a high proportion of the officers seeking them, while the remainder would be placed within a few days.

Members will understand, of course, that this scheme is intended only to meet the problems of redundancy and evacuation. The register is available to officers anywhere who are dismissed on either of these grounds, but it is not available to officers merely seeking transfers. They must follow the normal procedure. N A L G O has never, and could not now, act as a general local government employment agency. Therefore, only the names of those officially declared redundant or dismissed by reason of compulsory evacuation can be admitted to the register. Such officers can rest assured that everything possible is being and will be done to safeguard their positions and rights and to secure for them such compensation as may be due for the losses inflicted upon them.

This would be YOUR Fate

IF HITLER WON

A German victory would mean the end of local government in Britain. It would mean ruin and misery for local government staffs, the abolition of NALGO, the concentration camp for its more active members . . . That is the lesson of this article, prepared by the Ministry of Information for "Camera Principis," the Coventry branch magazine, and here reproduced by kind permission of its editor, M. J. Miles.

THE Nazi regime has no room for local government. It is a part of democracy, and as such is mercilessly struck down. The centralised Nazi machine allows no local freedoms and no local variety. Long before the war, local government, in the sense in which we know it, was swept away in Germany. In the lands Germany has since devastated, German commissars and the Gestapo run the administrative machine in the interest of Germany and of Germans.

No workers would suffer more than local government officers if the Nazis had the chance to do in Britain what they have done in Austria, Czechoslovakia, and Poland, are doing in Norway and Denmark, Holland and Belgium, and are preparing to do in France. Local government officers are an exposed section of the community. They are bound by the very conditions of their work to meet the full blast of Nazi rule. The Gestapo would be busy with them at an early stage.

They would share with the rest of the community in the food shortage, serious everywhere for the native inhabitants under Nazi rule, and certain to be exceptionally serious here. Overseas supplies would, of course, stop. Stocks in the country would be seized for German use. This has happened in every conquered land. The occupying Germans have ration cards of distinctive colour, and are served first; the others starve. It would be so here.

Savings, too, would be seized, and, in many cases, homes. In streets and shops and buses Germans would claim precedence, and get it. Britons would be bossed and bullied by Nazi soldiers and police. They would not be allowed to listen to any save German-controlled broadcasts, to read any save German-controlled newspapers and books. They would be spied upon at every turn. They would have to see their children being pushed through the horrible sausage factory which the Nazis call education, and coming out at the other end as robots with distorted minds and twisted natures; creatures whom their unhappy parents could neither influence nor protect.

Nazi Views Compulsory

All this local government officers would suffer in common with other workers. But in addition they would suffer directly in their jobs. All would lose the security they now enjoy, all would be, from morning to night, at the mercy of the Nazis brought into their ranks to spy on them and denounce them if they did not conform exactly, in act and thought, to the will and the ideas of their new masters. Many would be dismissed right away. Their positions would be filled by Nazis, or persons whom the Nazis could trust, and these people would give orders and choose who was to stay and who to go.

The German press published the other day a decree laying it down that, for government officials, correct party views are as important as competence. They must be active Nazi members; propagandists in private as well as public. Officials, high and low, have been dismissed for party slackness. They have also been dismissed for dealing with Jews or buying in Jewish shops. Private life is not sacred: no officer dare have Jewish friends. Of course, he may not marry a Jewess. Marry, however, he must. Those who are single are asked why they are not married. Those married for two years are asked why they have no children. These things are noted in their dossiers.

Trade union protection would, of course, vanish at once. NALGO would be suppressed, like every other union. Active spirits in it would vanish into concentration camps. Branch officers would be marked out for suspicion, and would be the first to lose their jobs. Indeed, to hold a job, a man or woman would have to be a member of the Nazi party, and a "good" member at that. Even Germans, in Germany, who don't show up at Nazi meetings regularly lose their promotion, and, sooner or later, their jobs. A higher standard of "loyalty" would be demanded from the British official.

Officials Made Serfs

There is nothing imaginary in this picture. It could be painted much darker and still fall short of the truth. All this, and more, is happening in Germany today; and worse in countries which the Germans have conquered, or which are under their "protection." One of the first acts of the Nazis everywhere is to collar the administrative machine and to staff it, from high to low, with their own people. This happened first in Austria. Nazis were put in control of the local and national administrative services, and not only at the top. It happened in Czechoslovakia. German commissars replaced the elected municipal councils and Germans were brought in to fill local government, teaching, and technical posts. The men who were displaced had to give up their homes to the newcomers and were deported to manual labour in Germany. It is a favourite game to degrade the professional worker. Unemployed, and with no unemployment insurance to support them—that, too, is early swept away—he is forced into menial tasks for his new foreign master. In Poland, the Polish professional classes are being systematically exterminated; the fate of local government workers there is terrible beyond words. The people may not even use their own language; the policy is one of destruction of the nation.

In Norway and Denmark, Holland and Belgium, and now in France, taking over by Germans of the machinery of administration spells unemployment, ruin, and misery for the average worker in local government service, and imprisonment and often death for any who have been active or retain self-respect and freedom of soul. The tamer spirits, who are kept on to work under their new masters, find themselves sold into the darkest bondage. For workers of all kinds, Nazi rule means such serfdom as Europe has not known since the Dark Ages. Industrial conscription is in complete force. There is no stipulation under the Nazi work code that a man shall be employed at his own trade or occupation. Workers "requisitioned" for service may be compelled to perform any work for any length of time. They have no voice in the fixing of hours, wages, or conditions; they may not leave their jobs; they may be sent anywhere, regardless of their families, whom they have to leave. Terrible as are the conditions for German workers, they are better than those brutally imposed on workers of other nationalities.

Even this brief survey will surely nerve each worker with resolution and determination to throw back and break the Nazi power, and free Europe from the hideous blight that now settles on it.

ROLL OF HONOUR

WE regret to record the following names of members of NALGO reported killed, wounded, or missing while on active service:

KILLED

Allen, Ord. Seaman A. D. W., St. Fagan, borough treasurer's department, Hastings.

Campbell, Capt. P.K., R.F.A., finance department, Surrey C.C., killed in action at Oudenarde.

Evans, 2nd Lt. D. St. John, R.E., 23, roads department, Glamorgan. Killed during evacuation from Dunkirk. Mr. Evans was the second son of Mr. Evan Evans, president of the Glamorgan county branch.

Francis, Pte. J. M., 20, city treasurer's dept., Peterborough. Died in military hospital in England.

Haxell, Capt. C. I., deputy divisional surveyor, Guildford rural division, Surrey C.C. Died of wounds received in France.

Jones, Pte. Glynn, R.A.M.C., county surveyor's dept., Breconshire C.C. Died of wounds during evacuation from Dunkirk and buried at sea.

Longworth, 2nd Lt. W. B., R.E., borough engineer's dept., Wigan. Killed in action, June 8.

Wilson, L/Cpl. F. W. N., R.E., 24, county accountant's dept., Flintshire C.C. Died of wounds received in France.

Woolven, Actg. Sgt. G., Surrey Yeomanry, borough treasurer's dept., Sutton and Cheam. Killed in action in Flanders, May 23.

MISSING

Brown, L/Cpl. E. G., R.E., engineering assistant, Northfleet U.D.C. Missing, believed killed.

Daisley, Sgt. Pilot, L. C. W., library assistant, Cambridge.

Gillis, Pte. R. E., Royal Sussex Regt., borough treasurer's dept., Hastings.

Jarmann, Pte. P. J., Royal Sussex Regt., borough treasurer's dept., Brighton.

Jenkins, Sapper F. J., R.E., borough electrical engineer's dept., Hastings.

Pelling, Gunner M. E., Sussex Yeomanry, town clerk's office, Brighton. Missing since operations around Dunkirk.

Pitt, L/Bdr. E. W., 20, Searchlight Battery, R.A., town clerk's department, Hereford.

Rogers, Gunner L., Sussex Yeomanry, assessment dept., Brighton. Missing since operations around Dunkirk.

Shrive, Driver R., R.A.S.C., Field Ambulance, attached to R.A.M.C., borough engineer's dept., Deptford.

WOUNDED

Barge, Gunner L. A., R.A., weights and measures dept., Brighton. Wounded in withdrawal from Dunkirk and now in hospital.

Coveney, Sergt. D. J., Surrey C.C. Wounded in Belgium, now in hospital.

Dykins, Driver P. R. L., R.A.S.C., surveyor's dept., Flintshire C.C. Wounded in withdrawal from Dunkirk and now in hospital.

Harrison, 2nd Lt. K. A., R.E., surveyor's dept., Brighton. Wounded in withdrawal from Dunkirk.

Wright, J. C., A.B., R.N., public assistance dept., Brighton. Wounded in naval action, now recovered.

PRISONER OF WAR

Cooper, 2nd Lt. N., R.E., borough engineer's dept., Hastings.

Scullard, B. D., finance dept., Surrey C.C.

West, E. D. public health department, Surrey C.C. Believed prisoner.

West, G. J., clerk's dept., Surrey C.C. Believed prisoner.

Pte. John Chancellor King, reported missing in the July journal, is now reported to be a prisoner of war in Germany.

Will branch secretaries please inform Headquarters promptly of all names to be added to this list, giving full name, age, rank, regiment, and peace-time position?

PARADOX & PARASHOTS— By "Jackass"

NOTHING gratifies me more than the frequency with which my contention that Much Cowslip is a typically progressive branch of N A L G O is justified by discovering that measures we have initiated have been adopted by other and perhaps more noteworthy branches. Usually we are first in the field, and can say with a certain smug complacency that what Much Cowslip thinks today Manchester thinks tomorrow. Any Mancunian can calculate from that how far we are ahead of London.

The latest example of how other branches consciously or unconsciously follow in our footsteps was furnished by the Heston and Isleworth branch when it arranged for eighty members to attend regularly at a local drill hall for musketry practice, to equip them for any emergency in which their services might be required. Without in the least wishing to detract from the merit of their action, I must emphasise that Much Cowslip has, for some months now, been operating a rather more ambitious scheme, namely the formation of the "Parish Parashots," composed entirely of local government officers.

The instigator was, of course, the Clerk. His desire that, although his official position prevented him from accepting any addition to his usual duties, his staff should make every possible contribution to the national effort, had been conveyed to us repeatedly in unmistakable terms. For instance, we "voluntarily" abandoned our annual holidays and offered to accept a longer working day on broad hints from him that unless we did so the Council would impose those sacrifices on us. Naturally, if we couldn't save our holidays and leisure, we preferred to give them up voluntarily as free men freely suspending their normal privileges rather than have them taken from us willy-nilly. Not that the result is very different.

Hardly had we begun to be accustomed to the longer working day when every member of the staff received a personal letter from the Clerk, as follows:

> My dear colleague,
>
> I am sure that at this grave moment your one desire will be to contribute to the national effort your absolute maximum. Kindly state on the back hereof what form of voluntary spare-time national service you have undertaken or will undertake.
>
> It is scarcely necessary for me to indicate my view that every member of the staff should undertake such service, and I shall therefore note with particular interest any failure or refusal to do so.

The circulation of this letter almost caused a riot. The bolder spirits walked about with red faces telling each other what they would have told the Clerk had they been bolder still. At least two abusive anonymous letters reached him, addressed "The Gauleiter, Much Cowslip," and "Hitler 2" respectively. On every side one heard indignant enquiries as to whether a man's soul was or was not his own. Even our Medical Officer, Dr. Bothways, referred to the letter as "a grrrross eempairrtenance." Obviously, the staff were getting rather tired of compulsory voluntary service.

Realising that sooner or later someone was going to ask me for advice, I fled to an unused room and there summoned by stealth the remainder of our branch executive except the Clerk. Obviously, I told them, we must devise some means of meeting the Clerk's wishes (a euphemism for obeying his instructions) while permitting the staff to convince themselves that they had maintained their personal freedom of action outside official hours. One or two members of the executive were anxious to appoint me as a deputation to wait upon the Clerk and tell him what to do with his letters, but I declined the honour. After I had shown them a press cutting announcing the dismissal of five of the staff at Colne for refusing to become Parashots, their rebel ardour in the cause of personal freedom suddenly abated.

"Well, if a bomb fell near me, I should drop flat on my stomach."

Eventually, we recorded an official minute that:

> The Much Cowslip branch of N A L G O pledges itself wholeheartedly to resist any attempt by any outside body other than his Majesty's Government to dictate to its members what they shall or shall not do with their leisure hours.
>
> The branch further resolves of its own free will to form a company of Parashots, and calls upon its members except the Clerk (whose onerous official responsibilities naturally absorb all his energies) to enrol in such company as aforesaid.

I was directed to wait upon the Clerk and read to him only the second part of the resolution, while the full text—with special emphasis on the first paragraph—was conveyed to the members. Everyone was satisfied, and even when the Clerk later learned from a careless chatterbug about the full text of the minute he only laughed a contemptuous laugh and fondled the black toothbrush moustache he is cultivating. He also appointed himself to command our force, with the rank of Field-Marshal and a uniform which had to be seen to be believed.

Provided it was clearly understood that ours was a voluntary organisation, the staff were only too willing to join. Actually, as they all enlisted and no one has yet had the temerity to miss a parade or tender his resignation, the question of how voluntary it really is has not yet arisen. As an executive, we fervently hope it never will.

One question which has arisen, however, is whether our efforts as Parashots are less dangerous than the worst to be feared from an invader. Dogs without at least one ear neatly drilled and cats whose tails still boast complete tips are rare in the village already, while only the constable's house lacks a shattered window pane. On practice night, slugs from the air pistols with which we are armed whine down the street like angry hornets, and the sight of one of our men erecting a target is enough to send the entire population scampering for shelter.

Councillor Gumble, who now devotes all his window space to tweezers, bandages, and other first-aid equipment, heartily approves our activities, and as a patriotic gesture supplies us at wholesale rates with particularly penetrative slugs and darts. Though some of the villagers complain, the majority accept an occasional flesh wound stoically, as part of their contribution to the common cause. One very important point is that we have so accustomed them to being under fire that however many parachutists complete with "tommy-guns" float down on Much Cowslip there will be no panic flight by the inhabitants. They will regard the full fury of hostilities as simply another of our exercises.

Individually, they have toughened considerably; old Joe Grimes, whose habit of bending down to sniff flowers makes him a tempting target, used to jump three feet in the air with a loud screech when a well-aimed dart struck home, but now he only grunts and fidgets a little. As for motor-cars, a liberal sprinkling of broken glass on every road ensures that no vehicle passes through the village without our sentries having ample time to study the driver's credentials.

Perhaps our most serious misadventure occurred last Saturday as Blatherpatch and I were leaving the Lamb and Lion after keeping a keen look-out for Fifth Columnists in the snuggery until closing time. As we emerged, Blatherpatch raised his pistol, waved it rapidly up and down several times, and fired. He has to carry out these preliminary up and down movements every time he aims, because he learned marksmanship in a fair by shooting at celluloid balls bouncing on jets of water, but his waggles do not affect the accuracy of his aim, as the result proved. Old Farmer Gollop, who had been descending from his hayloft, fell headlong from the ladder, dropping the umbrella he had raised to keep off the rain. Gollop was perhaps naturally annoyed, but I thought it a remarkable instance of quick thinking and prompt action by Blatherpatch, who mistook Gollop for a parachutist just coming to earth near the hayloft. Since then, no one in the neighbourhood dares to raise an umbrella while our sharpshooters are about.

There have been other minor mishaps, but one cannot conduct a war without breaking omelettes, and I am satisfied that any invader will receive a warm if unorthodox reception in our area. The experience we have gained may prove invaluable, and if any other branch (including Heston and Isleworth) cares to profit by it, the secretary should write to me c/o LOCAL GOVERNMENT SERVICE, enclosing the usual fee, whereupon I shall be happy to send him a fuller account of our activities.

FOR LISTENING GROUPS

WHILE there seems to be little prospect of many of the N A L G O listening groups formed last autumn being able to carry on this year, a few officers lucky enough to have occasional free evenings, or engaged on standby duty which will allow them to do so, may be interested in the B.B.C.'s forthcoming programmes.

Two series of talks have been planned for discussion groups. In the first, "The Writer in the Witness Box," novelists, playwrights, biographers, essayists, journalists, and other writers will submit to cross-examination on the aims and methods of their craft. In the second, under the title "Taking Stock," prominent speakers will review the lessons and experiences of the first twelve months of war—evacuation, censorship, democracy and efficiency, conscription and the voluntary principle, education and individual initiative, militarism and the military virtues, and so on. In addition to these, dates and details of which are not yet fixed, an interesting discussion programme entitled "At the Armstrongs" will begin on August 6.

Members able to form a group to listen to and discuss these programmes, or personally interested in them, should get in touch with Mr. G. W. Gibson, Central Committee for Group Listening, 6, Duchess Street, W.1.

A Temporary Looks at the Service

To see ourselves as others see us is useful sometimes, and this article by a wartime temporary may give cause for smiles or self-analysis to others than the officers of the accounts department to which he is attached.

HAD anyone told me twelve months ago that I should to-day be a "temporary" in a municipal office I would have rewarded him with one of those looks that speak louder than words. But there it is, and here I am.

No celluloid cat in Hades vanished more rapidly than did my own business last September. Hearing that the Corporation might have a use for the services of such as I, I wrote the sort of letter I thought I had finished with years ago. An appointment followed, and although no adult human being had less knowledge of Corporation requirements, I was engaged on the spot. The following week I was conducted by a respectful junior (who constantly addressed me as "Sir") into the office where I was to inflict myself for an indefinite time on unoffending officials to whom I represented war's Hardship No. I!

A word in passing about that junior. With the passage of time, familiarity has bred contempt. I am no longer "Sir"-ed, nor does he now show respect. Thus I have learnt the important truth that municipal juniors are much the same as those in commercial life.

I was introduced to an officer in Grade II, who in turn passed me to one in Grade I, by whom I was introduced to the rest of the staff. Having promptly forgotten their names, I was ushered to a desk, given pens, pencil, and rubber, together with the world's largest ledger, in which I was asked to check the additions.

I want to say a word about that piece of rubber. Not knowing the ways of municipal officers, I left it, in all innocence, on my desk at the end of the day—to find next morning that it had vanished. Having learned my lesson, I now have a nice little store of pieces that I have found lying about.

Having added the column to my satisfaction, I promptly entered the total in ink in the wrong place. Undismayed, I proceeded to rub it out with the "ink" half of the eraser. At once one of my colleagues appeared from nowhere with the information that figures must never be erased. Now, every piece of Corporation rubber that I have seen is made half for ink and half for pencil. Why, if the ink portion must never be used? The time will surely come when the building will collapse under the weight of unwanted pieces of ink eraser. Are they purchased year in and year out simply because they always have been? If some members of the staff are by chance allowed to use them for certain jobs, why not economise by buying two kinds of rubber?

My new work was in the accounts department. Here we wrestle all day with figures, columns of them, folios of them, ledgers of them, by the score! At the outset, a helpful official (who had devoted a lifetime to the job) rapidly explained what it was all about. In explaining the mysteries of my ledger he warmed to the subject at such length and so rapidly that long before he had finished all I had gathered were two facts:

I was in future to be responsible for the ledger; and

It was a volume in which one scattered figures over a score of different columns.

After six months' concentrated effort I am just beginning to realise that these figures are not entered at random, but in accordance with a well-designed plan, which plan I may understand by the time the war is over. I am somewhat doubtful about the fulfilling of this hope, unless the war is a very long one, because I am not at all sure that my professional colleagues know it either. Maybe it is a kind of Masonic mystery; as the ascending grades are reached, so the officer is initiated into the next secrets of the Craft and Mystery of Accountancy!

Every now and then someone comes to check my work. In civil life I should have regarded this as an insult, but here even I occasionally check the additions of men within measurable distance of retiring. I use purple ink for this purpose. Another uses red, but above us are countless minions from the audit department who hover about all day ticking anything and everything with green ink. No single sheet of paper is safe from them, but even they cannot be infallible, because a higher officer still splashes orange ticks about when the mood seizes him. Nor is that all! Once a year "outside" accountants come "inside" to check up all these ticks. I look forward to their arrival with interest; I fully expect to find them heralded by the Town Band, and shall not be in the least surprised to find that they use *gold* ink!

There are scores of ledgers in the place. Each officer appears to be responsible for two or three, and each ledger seems to contain an analysis of the contents of all the others. I have yet to discover who wants all this work. Certainly, no one man could keep an eye on all its detail; after all, he is only in the place for forty years. Maybe they are kept in case some inquisitive alderman asks to see them, but even were he to do so, it is a safe bet that he could not understand them. I hear of one ledger that has been faithfully kept by one officer, man and boy, for nigh on twenty years; nobody has asked to see it yet, but if anyone asks what the nature of his work may be he is informed "Oh, he keeps the So-and-so ledger," and that's that!

The "regulars" around me are sharply divided into two groups: those who take a genuine interest in their work and those who from the word "Go" look forward to the happy day forty years hence when hard-earned retirement will be their reward. Nevertheless, I inwardly commiserate with them over the latest piece of officialdom, for now men who have given twenty to forty years of service to the corporation are required to punch a clock. For what purpose? As an excuse to invent a new ledger or to gratify the whim of some big-wig safely removed from any danger of clocking? One usually finds these the worst offenders where time wasting is in question. They remind me of another highly-placed official who objects to smoking in the building, but who is rarely seen without a pipe himself.

Talking of smoking, I have before now entered the office finishing a cigarette—sometimes, to be honest, started on the way in. I have been politely, ever so politely, asked to desist, but in a curious manner. Mr. A. told Mr. B., who had a word with Mr. C. Mr. C. in an aside to Mr. D., drew his attention to the matter. In his turn, Mr. D. leaned over his desk and conveyed the information to Mr. E., and it was he who told me! Why this extraordinary procedure? If Mr. A. wants to take a running kick at me, why doesn't he? I can take it, and, I hope, with a grin. No doubt I shall offend in other ways before I am through; in civil life I am used to dealing direct with people; in that way no bones are broken, but by this municipal method it appears that I am only to know of my shortcomings after they have become common knowledge.

Having thrown a few bricks, I owe it to my colleagues to sing a few words of praise. In the real world outside this fairyland of figures anyone getting a job is largely left to his own devices, and it may be weeks before the ice is melted and he is accepted by his fellows. But here, from the word "Go" I have had nothing but kindness and helpfulness. Things have been patiently explained to me over and over again with never a sign of annoyance at my thick-headedness, whilst I was made to feel at home from the outset. So much so that you would hardly believe that I was but a "temporary" and therefore for ever beyond the pale! In these two things at any rate the average commercial house could well imitate our Town Hall staff.

Neighbours Co-operate in Self-Help A.R.P.

Good as they are, the official A.R.P. services cannot provide complete protection for everybody. This article by GEORGE MELL shows how householders themselves can augment them by their own efforts, and to their personal advantage

DANGER makes comrades of us all, and recent attacks on neighbouring towns, where incendiary and high explosive bombs wreaked damage on people, many of whom were known to my neighbours, instigated A.R.P. activity in a street where it had previously been conspicuously absent.

Within a few hours of our houses being shaken by bombs that might easily have fallen on us had the enemy not been repelled, one of my more progressive neighbours called a street meeting. On his lawn, representatives from every house in the street expressed their opinions on what dangers were most probable and what domestic measures could best be taken to combat them.

The poison gas danger was thought to be effectively countered by respirators, so attention was concentrated on danger from bombs Not everyone had access to an Anderson shelter, so it was at once arranged that those without them should be allowed to share the shelters nearest to their homes. In several cases, neighbours decided to share the cost of building concrete shelters.

The danger of fires spreading after a rain of incendiary bombs was considered to be even more pressing. The efficacy of stirrup pumps was stressed by those who had handled them, and at once a collection was taken and enough money raised to buy two, in addition to the free one that is to be supplied by the Government to each street.

Now, all three have been placed with householders so that, if fire breaks out, the equipment can be transported over the shortest possible distance. All able-bodied men, and many of the women, promised to learn how to handle the pumps, and it is now certain that, even if several operators are called away on duty during a raid, there will be no lack of capable amateur firemen. Buckets of water are placed outside every house each night and the people in charge of the pumps have fixed wooden signs, marked "Stirrup Pump Kept Here," to their gates.

Two ambulance men offered to conduct classes in their homes for those who have not been able to attend at the municipal courses, while women with a knowledge of nursing or first-aid have agreed to hold afternoon classes for their friends.

All these measures have been put into effect and, simple as they are, have done much to instil confidence in those who lacked it. The realisation that all neighbours are ready to give immediate and practical help when required is comforting. As a complement, but not a rival, to the recognised A.R.P. services, this system of household co-operation should prove of value to those inclined or able to adopt it.

DRIVE for NATIONAL WHITLEYISM

NALGO Making Fresh Approach for Minister's Support

NALGO is going ahead with its campaign for nation-wide Whitleyism, undeterred by the refusal of the associations of local authorities—reported last month—to co-operate with it or to help in any way. That determination was unanimously expressed by the Emergency Committee when it met in London on July 5.

The meeting should have been one of the whole N.E.C., but in view of the war situation, and the difficulty which many members would have experienced in getting to London, the Emergency Committee took its place. Mr. A. A. Garrard, chairman of the Council, presided, and others present included Mr. J. T. Baker, Mr. F. D. Barton, Mr. F. E. Cox, Mr. P. H. Harold, Mr. H. A. Jury, Mr. A. Pinches, and Mr. E. A. S. Young.

After reporting on the scheme for a national register of officers threatened with dismissal as a result of the evacuation of their towns—described in the article on page 181—the general secretary stated that he had raised the question of Whitleyism at an interview with Sir John Maude and Mr. R. B. Cross at the Ministry of Health on July 1. He reminded the officials of the promise made to the NALGO deputation of February 2 by Mr. Walter Elliot, when Minister of Health, that if the local authorities' associations refused to co-operate, NALGO should go to the Minister again. That position had now arisen, and NALGO would be sending another deputation to the Minister.

The Emergency Committee confirmed this action, and decided to make formal application for a deputation to be received by Mr. Malcolm MacDonald, Minister of Health, and Mr. Ernest Brown, Secretary of State for Scotland. The deputation will urge:

That Government sympathy and practical help be exerted towards the recognition of the Whitley Council system for the local government Service; and

That all local authorities be urged to take their proper place in the Whitley Council scheme in order to ensure uniformity of action concerning basic conditions of service for their professional, technical, administrative, and clerical staffs.

The deputation will also deal with problems raised by dismissal of staffs through evacuation.

Compensation for War Injury

Another point to be raised with the Minister is the present totally inadequate scheme for allowances to officers injured, or the dependents of officers killed, while performing civil defence duties.

At present, local government officers are covered only by the Personal Injuries (Civilians) Scheme, which applies to civil defence volunteers, and provides for maximum, compensation, regardless of salary and status, of 32s. 6d. a week in the event of 100 per cent disability. In accordance with the decision of the delegate meeting, NALGO is to press for a scheme of allowances and pensions for local government officers not inferior to that applicable to members of H.M. Forces.

Compulsory Arbitration

The Emergency Committee also noted the action taken by the Minister of Labour recently to make the fullest use of negotiating machinery, to impose compulsory arbitration in all disputes between employers and employed, and to make the agreements reached binding upon all employers and workers in the industries concerned. In the light of these facts it was agreed to bring the strongest possible pressure to bear on the Government to secure:

That the salary scales agreed by the Whitley Councils are adopted throughout their areas;

That war service payments are made to all officers in the Forces;

That the decision of the National Whitley Council on the cost-of-living is put into effect generally; and

That the embargo on payment of cost-of-living bonus on salaries over £260 per annum, placed by the Ministries of Health and Transport and the Board of Education in respect of officers whose salaries require sanction, be withdrawn.

Other matters reported to, or dealt with, by the Committee, included:

Members with Forces

After consideration of the notice of motion submitted to the Delegate Conference by the North Western and North Wales District Committee, designed to protect the seniority and salary of officers with the forces, and of the amendments submitted by the South Wales and Monmouthshire and the South Eastern district committees, it was decided to support the resolution on this subject adopted by the National Whitley Council. The committee therefore agreed to send at once to every local authority a copy of the resolution, with a letter emphasising its importance. The resolution stated:

"In order that the normal promotion prospects of officers on war service shall not be prejudiced, all promotions and appointments of officers made during the period of the war shall be of a strictly temporary character, whether to fill newly created posts or vacancies due to the absence of an officer on war service or any other cause."

Benevolent and Orphan Fund

In view of the serious financial position of the fund—aggravated by the fact that the "Help Yourself" Society has suspended its activities—plans are to be drawn up for a vigorous campaign to increase income. A special appeal is to be made to each member to contribute at least 6d. a month for the duration of the war.

Members in the Forces must continue to pay the minimum annual subscription of 3s. in order to retain membership of the Fund, unless they are receiving nothing whatever from their local authority.

Building Society

The Committee of Management has decided to grant no new mortgages for the present. Members will, however, be allowed to transfer their houses to other members, provided the mortgage debt is taken over as it stands or at a lower figure. New members will have to satisfy the Society that they are financially able to assume the responsibility.

Logomia

In furtherance of its policy of 100 per cent. security, and to counter the fall in interest earnings on investment, the Board of Management has decided to increase the rates of premium for non-profit assurances. Life policy holders serving with the Forces and not receiving the balance of their civil pay can have their circumstances specially considered: wherever possible, every effort will be made to keep the policy in force.

Provident Society

In response to an appeal from the Chief Registrar of Friendly Societies, the executive committee has decided to adopt, from September 1, 1940, a scheme of purchase of National Savings Certificates by means of National Savings Stamps.

This system is primarily intended for branches where no local group schemes are in operation. Certificates bought through the Society bear dates earlier than if bought for cash at a Post Office or Trustee Savings Bank. The value of a 15s. Certificate after 10 years is £1 0s. 6d., and the interest is not liable to income tax.

Compared with a year ago, enrolments at June 15 under Table I were down by 561, under Table II by 82, and under Table III by 207. During the first three months of this year, the Society experienced the worst epidemic on record, and between January and June over £3,000 more was paid out in Sickness Benefit under Table I than in 1939. The Executive Committee urges local correspondents to do all they can to enrol new members, between now and the end of the year, to counteract the present position.

Old Age and Widows Pensions Act, 1940

A conference has been held between representatives of the Association, the County Councils Association, the Association of Municipal Corporations and the Director of Establishments of the Unemployment Assistance Board, to discuss certain questions relating to the appointment of the additional staff required by the new Assistance Board. As a result, the Board decided to reserve 70 per cent. of the declared vacancies for competition among local authority staffs. The reservation is subject to the understanding that if sufficient numbers of well-qualified candidates are not forthcoming from local authority sources the deficiencies will be supplied from well-qualified members of the Board's own staff.

Defalcations by Solicitors

On April 30, a Bill for giving effect to proposals of the Law Society to form and administer a relief fund to compensate persons suffering loss owing to the defalcations of their solicitors, was presented in the House of Lords. The chairman and vice-chairman of the law and parliamentary committee and the hon. solicitors for Wales and Scotland were consulted as to whether any action should be taken in regard to the Bill. They agreed that more harm than good would be done by raising the matter on the proceedings of the Bill, and that the best course would be for the Association to direct its energies to secure that, as far as possible, local authorities are induced to meet the additional charges falling upon assistant solicitors.

New cases dealt with by the legal department between March 8 and June 30 totalled 277—117 on superannuation, 71 on war service, and 89 miscellaneous.

Education

The scholarships scheme is to be postponed for the time being. The next examinations will be held on December 4, 5, and 6.

Cayton Bay Taken Over

The military authorities have requisitioned Cayton Bay holiday centre from July 1, and the Nalgo Private Hotel Cefn y Mynach, Rhos-on-Sea, which was requisitioned for the use of troops for some time, is now occupied by evacuated civil servants. There is room, however, for a limited number of visitors at Cefn y Mynach, and members seeking a restful holiday should apply to the manageress.

Sir Herbert Blain

The committee accepted with thanks an offer by Sir Herbert Blain, founder of NALGO, of a portrait of himself in oils.

Mr. A. J. Gould

Mr. A. J. Gould, one of the three representatives of the South Wales and Monmouthshire district on the N.E.C., has resigned on his appointment to the staff of the Assistance Board. The committee passed a resolution accepting the resignation with regret, thanking Mr. Gould for his services to NALGO, and congratulating him on his appointment.

You, too, Can Help Save for Victory

Local Government Officers, whatever their personal income, can do more than most people to help the National Savings Campaign, says J. HILL JOHNSON, who here describes how YOU can assist the movement and thus contribute to victory

IN these cynical days even Freedom can be measured in terms of money. This freedom which we are fighting to preserve from the Nazi jackboot is costing the country about *one hundred pounds a second.*

Some of the money is being raised by taxation, but a great part of it must be raised by loan. The National Savings Movement has been entrusted with the task of inducing the ordinary citizen to lend to the Government, and the local government Service has been asked to help. An advisory committee, on which NALGO is represented by Mr. J. B. Swinden, the organising secretary, has been formed with the object of furthering the war savings campaign among the million or so workers in local government.

WHAT IS YOUR BRANCH DOING?

"Our branch," the secretary at Consett wrote to Headquarters the other day, "has decided to double its subscriptions to the Benevolent and Orphan Fund—from 3s. to 6s. per annum—and one senior officer is contributing at the rate of 2s. 6d. per £100 of salary."

How can we help? We are already working more hours than we thought possible in peacetime. In our spare time we are taking part in civil defence and other national duties. We are eating less, smoking less, wearing frayed cuffs, and still finding it difficult to make ends meet. But we can still save a little. Even sixpence a week subscribed by a million of us will yield a tidy sum.

In every local government department there should be a national savings group. The sixpenny stamp scheme or the thirty-week cycle scheme will provide easy means of collecting the odd sixpences. Chief officers and those fortunate fellows who have obtained war bonuses can buy savings certificates from the group secretary without troubling even to ring up their bank managers. A savings group is simple to run, there is scarcely any clerical work involved, and the equipment is supplied free. Only half a dozen members are needed to make a start and others can soon be induced to join; especially if inter-departmental competitions are organised to see which group can save the most.

Perhaps saving is out of the question for you? You are already putting a little aside each week and can't possibly increase the amount? Well, your job is to persuade others to save. That is where the local government Service can really help, by giving publicity to the war savings campaign. A striking poster over the door of the rate-collector's office, a leaflet handed with a smile to someone whose demand note has just been receipted, and the Government will gain another investor.

There should be a poster on every available site on every council building and vehicle. They can be obtained in various designs and sizes to suit all occasions. Leaflets should also be distributed whenever and wherever possible. The secret of modern advertising is reiteration. The National Savings Movement has coined many slogans that must be flung time and time again at the public. The local government officer, who is in constant touch with the public, must help to do the flinging. Those who are employed in education departments can distribute leaflets through the schools. Others can be handed out at public swimming baths, clinics, and hospitals.

In every town hall there should be a corner set aside for the Savings Movement, with an indicator to show the weekly rise in the sale of certificates, defence bonds, etc. Comparable figures from neighbouring districts will help to stimulate competition. And there must be somebody who can give information about the Movement. The local savings committee will supply both the sales figures and the information.

Your local savings committee is a voluntary organisation with plenty of enthusiasm, but scarcely any funds. It can obtain posters, but cannot hire poster sites. It can supply thousands of leaflets, but finds difficulty in distributing them. It has publicity schemes, but needs help in putting them across. It is overworked, understaffed, and sorely in need of help, yet its function is to raise the money without which we cannot wage war. Its work is of vital, urgent, and national importance.

The men who came back from Dunkirk are waiting to avenge those who will never come back. They can't do it on courage alone. They are ready to sacrifice their lives, if need be. Is it too much to ask us, who are in a reserved occupation, to give a few minutes of our time each day to the task of providing them with the means to defend their lives—and our own?

"I said the butter, you fool, not the blooming till!"

HEALTH MINISTRY AND BONUS AWARD

National Whitley Council Takes up Challenge

THE National Whitley Council has taken up the challenge of the Ministry of Health, in seeking to limit the application of its cost-of-living bonus award.

As readers will remember, the National Whitley Council decided in February to recommend all local authorities, through the provincial councils, to grant a bonus to all officers of 6 per cent on the first £300 of salary and 3 per cent on the next £200, with a flat rate of £24 a year for all earning more than £500. When local authorities began to implement this recommendation, however, the Ministry of Health sabotaged it by refusing to sanction the payment of any bonus for those officers—certain medical officers and sanitary inspectors—whose salaries are subject to Ministerial consent where they were earning more than £260 a year, the maximum to which the civil service bonus applies.

On July 19, a deputation from the National Whitley Council raised this question with high officials of the Ministry of Health. The deputation consisted of Mr. H. Allen, chairman of the National Whitley Council (and chairman of the NALGO service conditions and organisation committee), Councillor W. J. P. Webber, vice-chairman, Ald. F. C. R. Douglas, M.P., and Mr. E. Bishop and Mr. Haden Corser, the joint secretaries.

The deputation pointed out that the bonus recommended by the National Whitley Council was the result of collective bargaining between the local authorities and their officers, and was an agreement of a national industrial council of a type which the Minister of Labour had inferred would be honoured. The attitude of the Ministry of Health was encouraging local authorities not to grant the national award to any of their staff, and was thus striking a serious blow at conciliation and collective machinery.

The rise in the cost of living since September 1, amounting to nearly 21 per cent, was inadequately met by the National Council's award. The Ministry could not seriously argue that this rise did not sharply affect the purchasing powers of officers well beyond the £260 range.

Replying, the Minister's representatives stated that their control was limited to the protection of county ratepayers in respect of a limited section of health officers, certain sanitary inspectors and medical officers of health. They agreed that the Ministry did not encourage local authorities to pay the bonus to all local government officers earning less than £250, but emphasised that it had no power to do this. It must not be held that the consent of the Ministry to pay salaries or bonus was implicit, regardless of the circumstances.

A statement by the deputation that at least one district auditor had expressed the view that if a local authority paid the bonus out of its own funds to an officer affected by the Ministry's decision, its representatives might be liable for surcharge was questioned, and a promise was given that this position would be cleared up.

The Ministry officials admitted the difficulties and inconsistency in the whole situation, but pointed out that it would be difficult for them to make suggestions to local authorities which might conflict with Government policy. They could not retract from the position that they would not pay any grant if a bonus were paid to officers earning over £260. In their view, the other two Government Departments concerned—the Ministry of Transport and the Board of Education—would have to continue to translate ministerial policy in a similar manner.

Faced with this definite refusal to change the policy adopted, the deputation stated that it would consider whether the impending legislation designed to make the decisions of Joint Industrial Councils binding on all parties would give the Whitley Council the opportunity of taking the dispute to some form of arbitration.

NALGO AND THE C.O's
Policy of "Opportunism"?

IN your July issue you give prominence to the latest decision of the N.E.C. in regard to conscientious objectors.

It is pertinent to quote the following statements made in LOCAL GOVERNMENT SERVICE in response to enquiries whether the Association would do all in its power to protect the interests of pacifist members firstly in October 1939.

"Members may be assured that the Association will do all it can to protect their interests in this as in every other way."

and again in November 1939.

"Members may be assured that the Association's officers are ready to help them in this as in every other way. Already a number of pacifists have been represented before the tribunals."

It was widely held at that time that in carrying out this decision the Association was exceeding its powers inasmuch as the preparation of a pacifist's case can in no sense be regarded as assisting him in his relations with his employers or with the State *as a local government officer*.

In your issue of January 1940 the following note appears:

"Conscientious Objectors.—In view of some misunderstanding of the Association's policy it was agreed to define it as follows: The duty of the Association is to see that no member is prejudiced in his service of a local authority as a result of his opinions, and assistance to conscientious objectors must be restricted to that; it is no part of the Association's duty to assist a conscientious objector in the preparation of his case or to represent him before a tribunal."

With this statement of the position no fair-minded member would quarrel, with the sole reservation that certain members had been misled by the N.E.C.'s initial error. However, the Council have now decided, presumably in an attempt to pander to popular opinion, to deny to certain members of the Association what is undeniably their right, i.e., the protection of the Association in their relations as local government officers with their employing authorities.

It might be noted here that in the early days of the war the N.E.C. made representations to the Ministry of Health with a view to the return to their normal duties of local government officers who satisfied the tribunals as to their conscientious objection. No apology has been offered or explanation made for this *volte face*.

Three members of the East Ham branch who, at a day or two's notice, had been requested to take leave of absence without pay for the duration of the war, although ordered by the tribunals to remain at their present employment, appealed first to their branch and then to the N.E.C. for assistance and very modestly asked that an attempt should at least be made to give them reasonable time to obtain other employment. They were denied assistance of any kind and were informed (the quotations are from the official reply):

"In the early stages of the war the question of conscientious objection was of an academic character . . . the problem has assumed quite a different aspect and the N.E.C. feels it can no longer support conscientious objectors."

I must emphasise that the Association had not been asked to support conscientious objectors, but merely to undertake its duty to protect local government officers who were in difficulties with their employers because of their personal opinions. One cannot but feel that the handling of the whole subject reflects nothing but discredit upon the Association and savours not of the confident application of considered principles but rather of unprincipled opportunism. It is devoutly to be hoped that in future when the N.E.C. gives publicity to its decisions, it should clearly distinguish between "academic" pledges and those which it intends to honour.

Town Hall Annexe, G. HIBBINS.
East Ham, E.6.

Dismissal Unconstitutional

HAVE not your correspondents overlooked the fact that, in pressing for the dismissal of C.O's in local government Service, they are demanding unconstitutional action on the part of the local authorities?

At the moment there is a clause in the National Service (Armed Forces) Act which provides for conscientious objection to performing military service, and while that clause remains in operation those in the Service who exercise their perfectly legal right under it have done nothing to warrant dismissal.

One cannot but agree with the sentiment expressed in the resolution of the Colne & district branch, but surely the resolution should have been extended to all employees who might be exempt on *any* ground. Perhaps the fairest course would be to urge councils not to make permanent appointments or to give promotion for the duration of the War.

Town Hall, L. A. WHEELER.
Hackney, E.8.

READERS' FORUM

Brevity may or may not be the soul of wit. It is certainly the essence of journalism in these days of rationed publications. Will contributors, therefore, please write as concisely as possible—and then prune again before posting?

The Pacifist's Case

PACIFISTS are deeply concerned for the "maintenance of democracy and individual freedom." They do not believe that the method of war is able to achieve this end. For if total war is to be efficiently prosecuted, it involves a ruthless regimentation of the whole nation which is practically indistinguishable from the Nazism we are pledged to destroy.

The speed with which a nation can shed its democratic cloak and stand revealed in its true Fascist colours has been tragically exemplified in France. Is Britain to go the same way? Already, many of the features we have all rightly abhorred in the Nazi regime and watched appearing in France, are visible here—race hatred (especially against German and Austrian refugees), conscription in industry, grave restrictions on freedom of speech and freedom of the press, age-old liberties nullified by emergency regulations. The deliberate breeding of an atmosphere of universal suspicion and the encouragement of tale-bearing on the flimsiest evidence, finds a parallel in the methods of the Gestapo.

Perhaps nowhere is the spirit of democracy more obviously absent than in the present treatment of C.O's. At a time when the minds of all were less swayed by the pressure of events, Parliament incorporated in the Military Training Act a clause exempting from service those men who could prove to the satisfaction of a tribunal that they had a genuine conscientious objection to taking part in war. That our country should have been sufficiently democratic to pass such a clause is a cause for pride. The fact that the spirit of that clause is now being nullified by authorities dismissing C.O's, employees taking strike action, and innumerable cases of petty persecution, is a grim reminder that our democracy is not standing the strain of war panic. For, surely, one of the fundamentals of democracy is the recognition of the value of the opposition, the toleration and appreciation of the minority.

Most conscientious objectors would endorse the resolution of the Colne branch. We pacifists have no desire to reap personal advantage from the war.

Most conscientious objectors entered long ago upon the "struggle for the preservation of democracy and freedom." Many have devoted all their free time over a period of years to active work for peace and international justice, and struggled to awaken the minds of the ordinary people to the urgency of the situation. In so far as we were not able to prevent this war we have failed. Now that it is threatening us all alike, we pacifists still have a duty to perform—that of trying to preserve moral values in our own country amid the degeneration inevitable as a result of war, of stemming the rising flood of hatred and resentment, of relieving suffering among the helpless victims of the war, and of pledging ourselves to go on building for the future at a time when others can scarcely bear to look more than one day ahead.

Corporation Offices, J. M. PARKINSON.
Lincoln.

Freedom of Thought

HAVE the critics of conscientious objectors made their opinions certain by studying both sides of this question? As freedom lovers, they surely should not deny freedom of thought to those who know a better way to preserve the things we cherish than the way of war; and who are as ready to go that way as the soldier is ready to go his.

When we are less afraid of being in the minority we shall be truer to the *highest* within us.

(Miss) M. G. HESTER.
15, Baldwyn Gardens,
Acton, W.3.

Not Criminals

ONE of the objects of NALGO is "to protect the interests of the Association's Members" Conscientious objectors are not criminals, they are legally recognised by the State and should be protected against victimisation by local authorities.

One can only assume that the staff at Headquarters are incompetent to deal with such matters. NALGO must make up its mind whether it is a trade union or a provident society.

49, Ludwick Way, C. N. MITCHELL.
Welwyn Garden City.

"Abdication by the N.E.C."?

I WRITE to express the disquiet which many members feel at the tendencies which are manifesting themselves in NALGO and in the local government Service generally.

In NALGO, for example, our N.E.C. uses the press, on a scale which might have been devoted to more advantageous objects, in order to declare that victimised conscientious objectors may expect no assistance from the Association. We disapprove of conscientious objection for many reasons, but we cannot ignore the astonishing principle which the N.E.C. has established. It may be stated thus: "Where a NALGO member, by reason of his religious or political opinions, *even when these are recognised by a judicial tribunal appointed by the Government*, becomes obnoxious to his employers, his Association will not protect him!"

Since many active NALGO members are also liable to incur their employers' displeasure for trade union activity, such a sign of abdication on the part of our N.E.C. is not reassuring.

In the Service generally, we are noticing how Whiteleyism, binding on us at all times, is airily disregarded by the local authorities. Holidays are cancelled and no provision made for those who have engaged, and are legally liable to pay for, holiday accommodation. There is no consultation with NALGO branches before such steps are taken. There is no evidence even that our N.E.C. is prepared to prevent abuses of an emergency situation on the part of employers. On the contrary,

they announce our willingness to sacrifice without consulting us.

For the sake at least of those who are on active service or will be after August 1, the Association must defend our conditions. Let us learn from the last war. NALGO members cannot buy diamonds as our fashionable papers proudly report some of our fellow-countrymen are doing. Consequently, we cling more firmly to our small rights. If these are not defended by our leaders, let them take the consequences which will face them when thousands of disillusioned men pass judgment on trade union leaders at the cessation of hostilities.

79, Bipend Road, J. S. COVENTRY.
Nitshill, Glasgow.

Preserve Our Liberties

IN the interests of democracy, officers should not be deprived of the rights of the ordinary citizen. The efficiency of any community suffers if the minds of its members are regimented to pattern, but this is especially true in the local government Service, which relies on the initiative of officers. It is more than ever necessary to preserve our democratic liberties if we are to win the struggle against Fascism and to avoid the disaster which has overtaken France.

117, Bath Road, JOAN LIPSON.
Cheltenham.

Support for the N.E.C.

I WAS very pleased, and I think that the majority of members of NALGO will be pleased to read the decision of the Emergency Committee on conscientious objectors. I think that most Nalgoites, whilst not in any way wishing to interfere with the personal opinions and rights of individual members, have a decided "conscientious objection" to any portion of their subscriptions being used for the purpose of defending this, very small, minority of the Service.

180, Princes Road, WALTER E. BALCHIN.
Dartford, Kent. West Kent Branch.

(Readers have had a good fling, and this correspondence must now close.)

PREMIUM PUPILS

No Equality of Opportunity

WERE time not so valuable and paper so scarce, I would like to reply at length to Mr. Guest's method of approach to this subject. If he would show more true NALGO spirit and less of his so-called "professional gentleman" attitude, one would like him better.

NALGO has for many years advocated an equal chance of advancement for all entrants to the Service irrespective of circumstances and of the department in which they serve, but this is impossible of attainment while the system of *premium* pupilage exists. The qualifications suggested in Mr. Guest's final paragraph are excellent, but the underlying suggestion that they are exclusive to those people able to come along with a premium is utterly fallacious.

Mr. E. L. Riley's reported remarks that the N.E.C. "hated and detested" the system are encouraging evidence of the existence of the old spirit on this question. If he can get some "go to it" action by the N.E.C., he will have helped remove a stumbling block to many promising young entrants to the Service.

Incidentally, the Chairman's reported reason for disallowing Mr. J. H. Clarke's endeavour at the Delegate meeting to refer back the N.E.C.'s report on Wakefield's demand for "all possible action to abolish premium pupilships" appeared strange. Wakefield, or any other branch could not table an amendment except through its district committee, and I know one branch which unsuccessfully endeavoured to get through a similar amendment to the one moved by Mr. Clarke and for precisely the same reasons which he is reported to have advanced. But perhaps the seemingly strange ruling was in keeping with this strange meeting—meeting in strange times.

Town Hall, Stretford. A. VERNON.

SHOULD WE JOIN T.U.C.?

"Churchills Wanted"

I AGREE with your correspondent "Fabius," it is about time NALGO became affiliated with the T.U.C. The present cost of living figure is up 20.6 per cent. above September 1939, yet we here in Yorkshire have to be satisfied with 6 per cent. increase in salary. Why?

Is there a trade union in the country which would sit down and see its members robbed of their rights as NALGO does? Why doesn't NALGO fight for its members, instead of bleating about sacrifice? We pay our contributions to be *protected*, not to be sacrificed.

Get rid of the flannel-footed intellectuals on the N.E.C., and put in some Churchills for a change. The spineless policy pursued up to now is robbing the poorest in the Service, who need the money to meet the ever-increasing cost of living.

Wake up NALGO! Go to it!
A YORKSHIRE TYKE.

COST-OF-LIVING BONUS

Laggardly London

AN outstanding feature of your monthly list of authorities that have granted war bonuses is the absence from them of local authorities in London and the suburbs. They should be setting a better example to the country. The cost of living is greater in those areas than elsewhere. Every day our newspapers contain reports of thousands of workers getting a *second* bonus. What a treat it must be!

Meeting the increased price of coal, gas, electricity, food, and travelling expenses, is no joke if the officers concerned are receiving under £250 a year. Endeavours are being made to get Whitleyism adopted in a few instances, but what if the councils turn it down? Will the officers be left to make personal appeals for a living wage? The need for a bonus is becoming acute, and already much valuable time has been wasted, while officers are suffering privation.

"GINGER."

The position of which "Ginger" complains is due to some extent to unavoidable delay in securing decisions on the recommendations of the National Joint Council by the appropriate District (Whitley) Councils. The Association, nationally and locally, is taking every possible step to secure general acceptance of the recommendations by employing authorities.

AGE OF RESERVATION

"Chief Clerk" Replies

MR. COUSINS' letter, with its rather spiteful insinuations, shows a mean soul.

True, I am only a chief clerk, and have been so for 25 years, but perhaps Mr. Cousins would not understand if I mentioned that my last two changes of council have not been advantageous to me as regards salary, but quite the reverse; there are other things in this world besides "gold," the greed for which has ruined thousands of good men and women.

The remark that I shall perhaps better myself now that younger men have to join the forces, makes me ashamed to learn that a member of NALGO could be so paltry as to suggest such a thing. This remark again shows a mean soul. In fairness to myself, may I add that never during the whole of my career have I attempted to better myself at the expense or misfortune of another man.

Finally, I wish to assure Mr. Cousins that there are no sour grapes so far as I am concerned; I have made wonderful friends in the municipal world, and with the memory of relations, brothers-in-arms, and dear old office pals, who gave their all during 1914—1918, I reiterate, "no council official is indispensable."

"CHIEF CLERK."

Time "Inopportune" for Whitleyism

L.A. Associations' View

THE report, published in the July number of the "Municipal Review," of the meeting of representatives of the associations of local authorities held to consider NALGO's proposals for the completion of the Whitley council machinery, makes illuminating and, to followers of "Much Cowslip," familiar reading.

Sir Miles Mitchell, ex-Lord Mayor of Manchester, representing the Association of Municipal Corporations, who presided, set the general tone by explaining that he had no authority to commit his association in any way. Sir William Jenkins, M.P., for the County Councils Association, made a similar disclaimer, adding, however, that the C.C.A. "consider it useful to investigate the possibility of taking some steps to facilitate the establishment of negotiating machinery."

Mr. F. L. Bland, vice-chairman of the C.C.A. contributed the illuminating remark that, in his own county, East Suffolk, a staff council had been in existence for 20 years, but had been approached by the staff only twice. Nevertheless, its existence had made for contentment. The arrangement was practicable and worked without difficulty, and he thought it desirable that such machinery, from which Provincial Councils and ultimately a National Council, might emerge, should be established by every local authority.

Dr. E. W. Maples, Hereford County Council, fell back on these time-honoured slogans, "the time is inopportune" and "county councils wish to retain their own discretion in dealing with staffing problems." There was, he added, some feeling "against the prescription of salary scales for chief officials."

Sir Joseph Lamb, M.P., Staffordshire C.C., supported the view that "the time was not propitious."

Mr. J. A. Simpson, ex-clerk of the Woodford U.D.C., sympathised with the underlying principles of Whitleyism. But to succeed, it must be voluntary. The attempt to set up Provincial Councils and a National Council first, and to ask the Ministry of Health to use its influence on local authorities, was an approach from the wrong angle; NALGO should first undertake propaganda among the local authorities themselves.

Mr. E. P. Everest, clerk to the Atcham R.D.C., declared that rural district councils were unanimous in thinking that the time was not opportune. While Provincial Councils might provide appropriate negotiating machinery for large boroughs, they were not appropriate for rural districts, whose interests they might prejudice. He went on to criticise the composition of the employees side of the Provincial Councils, urging that "persons outside the Service" should not act as staff representatives and that the secretariat should be recruited solely from local government personnel—an obvious attempt to exclude NALGO staff from participation in the work.

The representatives of the local authorities associations held a second meeting on May 23. No details of the discussion are given in the "Municipal Review," but that it followed the same lines as the first meeting is made clear by the resolution adopted: "That the Associations be recommended to express the opinion that, while appreciating the importance of the representations made to them by the National Association of Local Government Officers, it would be most inopportune, especially in view of the significant changes that have taken place since the date of the previous conference, to pursue this matter at the present time, and that its further consideration therefore be adjourned until after the conclusion of hostilities."

A Nobody

It all depends on me, a nobody :
If nobody I can and dare to be ;
Effaced of self, dependent on the All,
Invulnerable though the heavens fall.

—E. H. VISIAK.

* * *

For the Information of Information Committees

"What do you think of the idea of a sensible person in every street to give advice and information ? "

"It's a wonderful chance for Fifth Columnists."

"If they can find a sensible person in every street in this country or any other, they'd be lucky."

* * *

Psalutary Psaw

So you'll to the Psychiatrist,
Your little psyche's queer?
You need, I think, to see a good
Psmackbottomist, my dear!

—Anon.

* * *

Grammar for Juniors

Q. Correct the following sentences : (a) The hen has three legs ; (b) Who done it ?

A. God done it.

The objective of "he" is "she."

The opposite of "Exit" is "Ladies."

* * *

The Refugee Problem

Dear Sir,

I have housed 9 Refugees and my dustbins are worn out.

I was promised 2 new ones by the lady visitor.

I should be very pleased if you will kindly deliver same at your earliest convenience.

Yours faithfully,

Mrs. ——

* * *

Psychology Note

Be careful about the *first* things you do.

"Perverted primary actions" (as Fuggmeister incessantly shouts) "lead inevitably to perverted secondary reactions which are immediately buried alive in the subconscious vital stream."

This just means that you become "fixated." In other words, if you want a drink the *first time* you feel thirsty you will find in later life that you will always feel thirsty whenever you want a drink.

—From "And Now All This," by Sellar and Yeatman.

* * *

Office Night Warden

(*With the usual apologies*)

I have seen dawn and sunset from trenches out in France
Showing impartial splendour to both the just and Hun ;
I have seen the East a-lightening after a country dance,
Waking the waiting birds to announce a day begun.

I have heard the song of the sunset as it flamed far out at sea,
And seen the dawn from under the blankets once in a way ;
But the strangest sunrise ever, A.R.P. has showed to me,
For it lit up the office desks and the drear grey files in the tray.

—J. R. B. in "Civil Service Opinion."

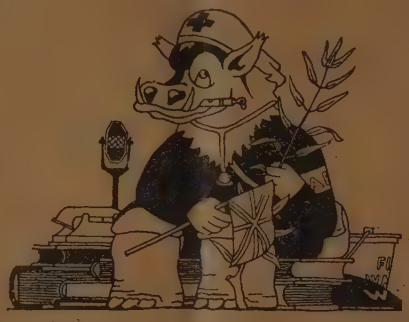
I must venture. To go back is nothing but death : to go forward is fear of death, and life everlasting beyond it. I will yet go forward.—*Bunyan : "The Pilgrim's Progress."*

AT RANDOM

By "Hyperion"

Drawings by **RAMSAY DICKSON**

THE PERFECT WARDEN



He must :

Be as brave as a lion, as strong as a bullock, as wise as an owl, as patient as a donkey, as industrious as a bee ;

Possess the eye of an eagle, the sagacity of a philosopher, the hide of a rhinoceros, the tenacity of a bulldog, the meekness of a dove, the patience of Job.

Be prepared to be blown up, thrown down, burned alive, shattered, splattered and flattered.

Be ready to act as wet nurse, dry nurse, doctor, undertaker, slate club secretary.

Be agile, servile, deaf, dumb, and unconscious if necessary.

Be able to speak B.B.C. English, use a 'phone, wave a flag, blow a whistle and suffer criticism without retaliating.

Provided he can fill the bill, he will get £3 5s. a week, less insurance.

—From "The Siren," Liverpool.

* * *

Motor Bus

What is this that roareth thus?
Can it be a Motor Bus?
Yes, the smell and hideous hum
Indicat Motorem bum!
Implet in the Corn and High
Terror me Motoris Bi :
Bo Motori clamitabo
Ne Motore caeder a Bo-
Dative be or Ablative
So thou only let us live :
Whither shall thy victims flee?
Spare us, spare us, Motor Be!
Thus I sang ; and still and still anigh
Came in hordes Motores Bi,
Et complebat omne forum
Copia Motorum Borum.
How shall wretches live like us
Cinciti Bis Motoribus?
Domine, defende nos
Contra hos Motores Bos!

—A. D. Godley.

* * *

Dustbins

Some years ago householders who needed their dustbins emptying used to put a card bearing the letter D in a front window. Seeing one of these, a man asked what it meant. He was told that—

The D Denotes that the Despairing Domestics of that Detached Domicile Desire that the Distinguished Dustman, During his Daily Diversions, will Deem it his Delightful Duty Deliberately to Dislodge the Disgusting Dust Deposited in their Dirty Dustbins.

If Only Somebody Would !

Der Fuehrer,
To make der race puehrer,
Haf done in der Jews ;
Though the world would be much puehrer
If somebody did in der Fuehrer.

* * *

The Candid Confectioner

"My cheese slices contain exactly the same compound as cheese-cakes. There is no rice in rice cakes, no coffee in coffee cakes, no rock in rock cakes, and no fairy in fairy cakes."

—A baker in a Police Court.

* * *

Shan't We All ?

Rate defaulter at Highgate : I shall pay the money at my earliest inconvenience.

* * *

Masterpieces of the Subconscious

One night Mrs. Amos Pinchot dreamed that she had written a poem so beautiful, so wise, so close to the ultimate truth of life that she was immediately acclaimed by all peoples of the earth as the greatest poet and philosopher of the ages. As the dream ended, she stumbled out of bed, still half asleep, and scribbled the poem down, realizing she must take no risk of forgetting such deathless lines.

She awoke in the morning with the feeling that something wonderful was about to happen . . . oh, yes ! her Poem ! Tense with excitement, she read what she had written !

Hogamus Higamus
Men are Polygamous
Higamus Hogamus
Women Monogamous.

—Clare MacMurray in "Cleveland Plain Dealer."

* * *

Ray of Sunshine Department

"With reference to instructions given by the Minister of Health, regarding civilian war deaths, we beg to advise you that we are now making shrouds ready to be lowered into the graves."

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* * *

Revolution

The accursed power which stands on Privilege
(And goes with Women, and Champagne, and Bridge)
Broke—and Democracy resumed her reign
(Which goes with Bridge, and Women, and Champagne).

* * *

Birthday Treat

"Get the bath ready, Jane."

"No bath to-day, sir. It's the goldfish's

birthday, and Madam said it was to swim in the bath all day."

* * *

Honey Soit Qui Mal y Pense

"*We must not think evil of our bees when, actually, the weather is to blame.*"

—From a bee article.

* * *

This Month's Prize Circular.

Louse, The, and how to deal with it (Ministry of Health Memo 2301 (Med.). 1940. 2d. (2½d.)

* * *

Envoi

I warmed both hands before the fire of Life,
I thought the heat and smoke were pretty swell ;
Yet now I cannot cease from mental strife—
Should I have warmed my poor old feet as well ?

—D. B. Wyndham Lewis

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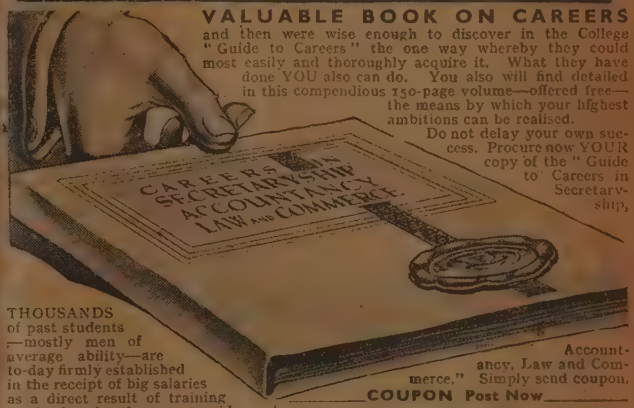

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Cross out Guide not required.

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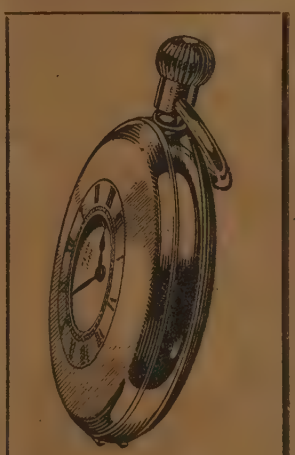

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.....(L.G.S., Aug.)

Blind Officer's Job as Committee Clerk

Blindness need be no bar to efficient municipal service, says ERIC W. SCORER, clerk of the Lindsey County Council, in an article of special interest to all chief officers in these days when staffs are short and efficient men are urgently needed.

A NUMBER of local authorities have proved that it is a perfectly sound economic proposition to employ blind persons as shorthand typists. Seven years ago, the Lindsey County Council appointed a totally blind male shorthand typist and two years later (at his own request) the man was given an opportunity of undertaking more responsible work. The experiment has proved successful and shows clearly that there is room for similar action in other offices.

The man is now committee clerk to the blind welfare sub-committee of the council and also acts as assistant honorary secretary of the local voluntary organisation for the blind. Under the supervision of the chief clerk of the council he is responsible for the administration of the blind welfare service in the county. He prepares agendas, attends

The blind clerk handling correspondence.

committee meetings (making notes on a Braille shorthand machine), drafts minutes, conducts correspondence, keeps the register of case papers of some 500 cases, and supervises the granting of domiciliary assistance, as well as assisting in the management of a brush workshop, sales van, and the provision of employment for home workers.

There are obviously certain difficulties in the employment of a blind clerk, but these have been overcome, and he is able to take his place in a large office without in any way disturbing the smooth running of the organisation. Lack of space will not permit a full explanation of how this has been accomplished, but the following examples will serve to show the general approach, and I shall be pleased to give any further information to anyone interested, or to arrange for the systems to be explained to any officers who can call at my office.

The chief clerk hands incoming letters to the blind clerk, telling him what each is about. As it seldom happens that two letters arriving by one post are alike in size, shape, texture or enclosures, it is possible for the clerk to know the contents of each, and he does not (as might be expected) require someone constantly by him to tell him. He has evolved a system of filing by means of Braille which can be operated equally well by a sighted person. Carbon copies of outgoing letters are marked in Braille immediately after being written.

There is no reason why other blind typists should not undertake work of this nature—it is simply a matter of the right type of person, common sense, concentration, and a good memory.

The man experiences no difficulty whatever in moving about the large premises unaided, and if he requires information from other departments he is able to go to them and obtain it.

"What do you think of the Surveyor's efforts at camouflaging the Town Hall?"

Are There too Many Councillors?

Asks E. C. Challoner

DURING the past months the desks and files of local government officers have been loaded in increasing measure, with circulars, rules, orders, and regulations from Whitehall (Somewhere in England) referring to urgent and important war matters.

In peace time, the democratic machinery for electing representatives to town councils goes on from year to year without question. In some areas, the constitution of councils (in the disposal of parties) shows only slight variation from one year to another. Often, the same councillors are sent back, forming much the same committees, whose wrangles, resolutions, and decisions go to make up the local Doomsday Book.

No one questions whether it would be practicable for *eight* Councillors, say, to act in place of thirty-two. The City of Manchester, with thirty-six wards, is represented by 144 councillors and aldermen.

Is not progress retarded by our present machinery? Often a large committee will cover, at length, what could be dealt with, more efficiently and speedily, by a small one.

Increasing legislation demands more and more time from officers and councils of every authority. Committee time may occupy anything from thirty to sixty hours a month, and even more than this in some areas.

The solution is to reduce the number of councillors, having as a basis one representative for one ward, and to abolish aldermen. The advantages of such a course include:

Smaller committees; more expeditious treatment of committee matters, with a saving of time for all concerned; and closer collaboration between councillors and officers than is now possible when councils are so big.

Any reform which retains the essentials of local, democratic self-government, without impairing its efficiency, is worthy of the serious consideration of our legislators.

(Continued from foot of next column).

Service who belong to kindred associations. The entrance fee is five shillings, and the annual subscription fifteen shillings for men, and ten shillings for women.

In spite of its inauspicious start there seems no reason why the continued success of the club, under the control of an energetic committee, should not be assured. Visiting members are cordially invited to show their noses.

There can be no doubt that such a club forms a valuable means for unifying branch members.

How We Launched a NALGO Club

By Gerald Nethercot

FORMING a new club on the grand scal is at the best of times a harassing an hazardous undertaking, but to carry it throug in defiance of a rapidly impending war, an actually to have the opening day on Sept. 1939, demanded courage and faith.

This was what happened in Leicester, when the city branch, through the agency of a energetic and enthusiastic committee forme specially for the job, has succeeded in establish ing a first-rate NALGO social club in th teeth of difficulties. The club committe are tough (not merely obstinate, as thei critics implied) and even the autumn threa of Hitler's bombing fleet and black-out did not deter them. Headed by Mr. Georg Hannah, of the valuation department, the went ahead, but they are not likely to forge that "grand official opening." There wa present the tremendous crowd of 31 members Were they downhearted? Not they, and th result is that, at present, the club membershi stands at 210, and new members are bein enrolled each week. The club fulfils a long felt want in the Service locally, and friends a well as officers are eligible for membership.

The sponsors of the idea first brought it t the notice of the branch executive committee who approved and appointed a sub-committe to investigate its practicability. The sub committee circularised members to ascertai

Leicester's NALGO Club

if such a club was wanted. Four hundre members agreed to support it. Estimates wer made, and from these it was found that th club should not only support itself, but shoul make a reasonable profit as well. Unfor tunately, at this time, the idiosyncrasies of certain German gentleman were not taken int account. Nevertheless . . . (see above).

The club occupies 73, Churchgate, Leicester a fine old house which lends itself admirabl for the purpose. It is roomy, well-furnishe and comfortable, and offers facilities fo billiards and snooker (two tables), table tenni (two tables), darts (inevitably), chess and othe table games. There is a fine lounge, and reading room. The premises are licensed, an refreshment and light meals may be obtained

Membership is open to local governmen officers, their friends, and members of th

(Continued at foot of preceding column).

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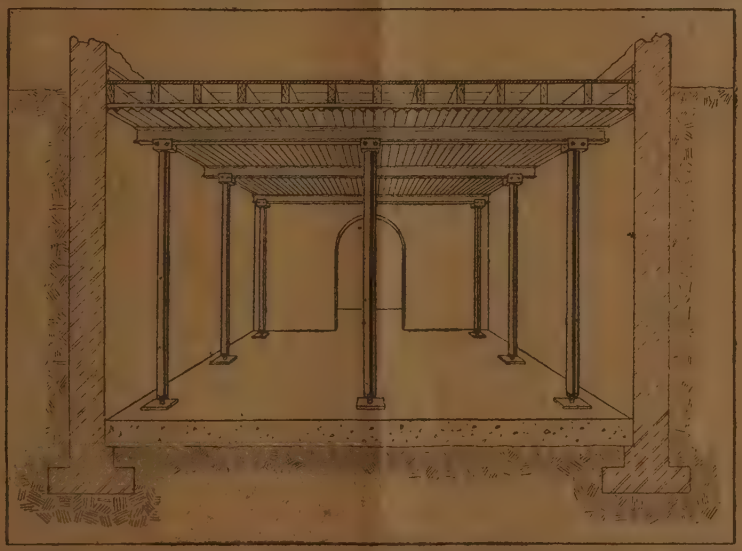

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Crossley's Grouse Against NALGO

While we disagree with most of this fable by P. A. JERRED, we print it because it does represent the attitude of some members—and in the hope that it may arouse discussion.

JIM CROSSLEY was never a friend of mine. I came across him now and then when I went to the treasurer's office, and got to know a bit about him. I saw him about in the town a little, too. He was generally leaning on a bike and talking to some girl, and he would smile knowingly at me as I passed. You know, as if to say, "I'm sorry I can't introduce you."

He was a funny sort of fellow—a long, thin, talkative lad with not much ambition except, perhaps, to earn more money so that he could live easier and take more girls out.

I'm not trying to run him down. He wasn't a bad sort of fellow. But, after all, he isn't dead yet, and I'm not writing his obituary notice. I know he's gone to the War. Perhaps he'll never come back, but somehow wings would never stick to Jim Crossley, so I'm not going to try to put them there.

He didn't like local government any more than a Corporation workman. He found no more joy and inspiration checking corporation accounts, or posting letters signed by the treasurer, than he would have found in checking anybody else's accounts or posting letters signed by you or me.

The philosophy of communal service and all that sort of stuff which they got in their LOCAL GOVERNMENT SERVICE never went down with Jim Crossley, or any of the lads in the treasurer's office for that matter. I can't say that I blame them. Take Crossley's case, for example. He had gone to the local grammar school, got his matric., and then looked for a job. He hadn't any fixed idea of what he wanted to do. His mind was full of general ideas and dreams, but they all seemed remote and fantastic. You know what it is at seventeen.

That's what NALGO doesn't understand. The treasurer didn't understand, either. Jim just wanted to do his job without being worried with ideas and philosophies about local government service. You don't have to have traditions in any positive sense to check accounts. It is different from the Navy, for instance. In the borough treasurer's office you are not likely to be called upon to go down with your ship fighting amid booming guns. You've just got to check accounts. And when you've finished checking accounts you go home and get ready to check some more accounts.

I don't want to make too much of a song about this point, but it was an important thing between Jim Crossley and NALGO. If you work in Woolworth's they don't keep telling you that their sixpenny buckets are better than any other buckets. They don't try to muck your mind up, and Jim looked worried when he read of unselfish service for the ratepayers in LOCAL GOVERNMENT SERVICE, or the treasurer gave him a lecture on the ideals of service he had to observe for his £80 a year. I expect he's a bit more perplexed now, when he remembers all this stuff in the Army.

I don't want you to think I'm criticising, either NALGO or the treasurer. I just want you to know about Crossley. NALGO and the treasurer are both right. There should be a team spirit among us. But that is all you need—team spirit and honesty. The tradition will come in time. Why not just say, "Be honest and do a good day's work"? Why translate that into high-sounding, complicated stuff? That's what Jim didn't understand. He thought it meant a lot more, and it worried him a bit.

He did his job fairly well. But he was a restless sort of fellow, and got to doing all sorts of little jobs in the office and even to typing some of the letters, and seeing to some of the files.

It all came about gradually. Someone would get him to put a letter away one day. Then somebody else would go around the office asking if anybody had seen the letter, and he'd remember. It wasn't that anybody suddenly said, "You know, young Crossley is a bright chap. Let's make him correspondence clerk." Nothing like that. He just drifted into being it, while still getting his wage as an office-boy.

He had settled down a bit lately. Got to going with the same girl a lot. They wanted to start planning to get married. But Jim's father had become a total invalid and young Crossley had to try to help at home with his £80 a year. Though it didn't help much, it certainly stopped any thoughts of marriage.

They called him up in the 21 or 22 class, and now he's gone off with the Army, somewhere. The council decided to make up the war pay of unmarried men so long as the amount was not above one-third of their ordinary pay. Crossley applied to be treated as a man with dependants. If the council had agreed, it would have given him two-thirds of his normal pay. But, after all, how can a man earning £80 a year be said to have two elderly dependants? They turned him down.

That's what I mean when I say that he will be even more perplexed now about this Unselfish Service stuff. It'll be funny seeing him back when the war is over. He'll then be getting £100 a year—whether the war lasts two years or twenty!

For the time being, Jim is getting 14s. a week from the Army, and a third of £80 a year from the Council. That's £53 a year. And I know he's sending 7s. a week extra home to his mother.

I'm not much of a moraliser myself. When it comes to, I suppose, is that these high ideals are all right, but that all councillors should be members of NALGO, too. It's pretty tough having all the unselfish service on one side. It makes me mad to think of Jim fighting with only 7s. a week. They ought to treat them well then of all times. Same as you treat calves good for a month before you kill them. Perhaps they'd treat Jim better if they had to eat him if he got killed.

Salaries and Service Conditions

War, unfortunately, has not removed the need for improving service conditions, nor, fortunately, has it interfered with NALGO's continued efforts, as these records of recent successes show.

NORTH-WESTERN AND NORTH WALES

Atherton U.D., on the application of NALGO, has designated the technical assistant at the gasworks assistant gas and water manager and placed him on technical grade B of the Whitley scales—£270+£15—£315 (previous salary £260).

The Collector to the **Wigton R.D.C.** has, on the application of NALGO, been given a separate grade—£150—£200, with a commencing salary of £187 10s.

Bury C.B. has adopted new and higher scales for female juniors and clerks, and has increased male junior scales to bring them into line with female scales :

MALES	FEMALES	
Age 16—£45	Age—16—£45	Age 22—£110
17—£60	17—£60	23—£115
18—£75	18—£75	24—£120
	19—£85	25—£125
19—£90	20—£95	26—£130
20—£105	21—£105	27—£135
21—£120		

Female clerks over 25 with special responsibility :

	Basic rate
1st Year—	£130
2nd Year—	£140
3rd Year—	£150

Congleton B. has, on the application of NALGO, promoted the 2nd accountancy assistant from general division to grade A of the P.T.A. division of the L. & C.P.C. scales—£200—£260 p.a.

Oldham C.B. resolved on July 3 to recognise the principles of Whitleyism and to accept and put into effect the findings of all properly constituted joint councils to which the corporation is a party.

Southport C.B. has decided, as a temporary measure :

(a) To apply the civil service scale of salaries for temporary staffs to all temporary and permanent female officers up to and including the age of 23, as follows :

Age 16—17s. 0d.	Age 20—£1 16s. 0d.
17—£1 7s. 6d.	21—£2 1s. 0d.
18—£1 11s. 0d.	22—£2 1s. 0d.
19—£1 16s. 0d.	23—£2 3s. 6d.

(b) To apply the following scale of salaries to all temporary and permanent male officers between the ages of 17 to 19 inclusive :

Age 17—£1 7s. 6d.
18—£1 11s. 0d.
19—£1 16s. 0d.

SOUTHERN REGION

Andover R.D. has adopted scales of salaries for individual posts, representing a general improvement, with travelling allowances on the Hants C.C. scale.

Bexhill B. has adopted the following salary scale in respect of the junior staff :

Age	Salary	Age	Salary
16	£45	19	£80
17	£55	20	£100
18	£65	21	£120

Hoddesdon U.D.C. has adopted the following new scale :

Grade B. £215+£12—£275

Malmesbury B.C. has reviewed the salaries of permanent whole-time officers and granted increases to take effect from April 1 last.

The **South Metropolitan District (Whitley) Council** has transmitted the recommendations of the National Whitley Council on salary adjustments to all authorities in the area. The London District Council has recommended the Metropolitan borough councils to grant a bonus to all officers, equivalent to 6 per cent of salary or 6 per cent £300, whichever is the less.

Taunton B. has raised the maximum salary for female staffs from £130 to £150 p.a.

Woking U.D. has adopted the following revised scale for juniors :

Age 14-15 (without qualification)—15s. p.w.
Age 16-17 (without qualification)—17s. 6d. p.w. ; (with school certificate or equivalent)—£1 p.w. ; (with matriculation or equivalent)—£1 2s. 6d. p.w., rising by annual increments of £6 10s. to £78 p.a.

MIDLANDS AND SOUTH WALES

Chesterfield B. has made improvements in the junior age scales.

Shrewsbury B. has extended the grading scheme by two further grades—£285-£360 and £345-£400. Officers receiving over £400 are to be on a "special" grade, and salaries of seven officers in this grade have been revised.

Llanelly R.D. has adopted the South Wales provincial council scale up to age 21.

SCOTTISH NOTES

OVERTIME has provided the biggest service conditions problem in Scotland during the past month. **Dundee** town council, which has hitherto been making overtime payments for work in connection with food and fuel control, billeting, and so on, has now decided to make no further payments. There is no uniformity of policy among local authorities in this matter; some are paying for overtime, and some are not. Nor is there any uniformity in the amounts paid, and it is felt that a national decision is urgently needed. We shall, therefore, probably bring the question before the Scottish Whitley Council at an early date.

Dundee has now adopted the new scheme of sick pay to which we referred last month. It is a great improvement on the previous scheme, and is based on length of service. An officer with over 15 years' service will in future get six months' sick leave on full pay and six months' on half pay.

Mr. A. Jardine, for many years hon. secretary of the Argyle branch, has taken up an appointment under the Unemployment Assistance Board. His colleagues wish him success in his new appointment and thank him for his work in a widely scattered branch, difficult to organize. **Mr. J. W. Shankland** is succeeding him as branch secretary.

NO MORE NEW CARS

The Government has prohibited the sale of new cars. The NALGO hire purchase scheme has been extended to second-hand cars. Details will be forwarded by return on application to NALGO Centre, Croyde, Braunton, Devon.

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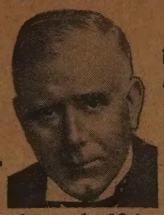

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DO NOT CONCENTRATE ON WAR

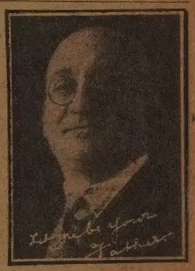
Do not concentrate your thoughts upon war subjects. You will find it very worrying and very bad for the nerves.

Read, write, sketch, paint, study your vocation; anything that will occupy your mind and your time. Make use of your spare time by concentrating upon something useful. During the last war many people learned how to write short stories, etc.; to-day a number of them are world-famed authors.

By becoming efficient in your vocation you can give the best service to your country and to yourself. The more you increase your earning power the better it is for the country and for yourself personally.

War or no war, earning power always brings its possessor to the front. It is no use waiting for better times. The ideal opportunity never arrives. We have to make the best of existing conditions. Therefore, delay is useless; it is worse, it is harmful.

I HAVE HELPED THOUSANDS OF OTHERS . . .



. . . and when I say thousands, I do not exaggerate, as I can produce well over 10,000 unsolicited testimonials from grateful students, who, through our Postal Training, have achieved their life's ambition. If it is your desire to make progress and establish yourself in a good career, write to us for free particulars on any subject which interests you, or if your career is undecided, write and tell us of your likes and dislikes, and we will give you practical advice as to the possibilities of a vocation and how to succeed in it. You will be under no obligation whatever.

WRITE TO ME PERSONALLY

J. H. Bennett

DEPT. 36, THE BENNETT COLLEGE, SHEFFIELD

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Over 7,500 pieces of Furniture on show

Model Rooms

Our Furniture is made by hand in our own Workshops

We invite you to see it in the making from the rough timber to the finished article

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Some of the Largest Showrooms in the Country

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AN INVITATION

YOU ARE INVITED TO LOOK ROUND WITHOUT ANY OBLIGATION WHATSOEVER

495 COUNCILS NOW PAYING BONUS

Up to the date of going to press, 495 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 217 had adopted the National Whitley Council scale in full, 35 had adopted that scale with modifications, and 243 had adopted other scales. Detailed figures are :

ENGLAND AND WALES—

	N.W.C Scale in Full	N.W.C. Scale Modified	Other Scales	Total
C.C.	1	3	12	16
C.B.	18	9	29	56
Met. B	—	—	—	—
B.	52	10	54	116
U.D.	86	6	86	178
R.D.	44	4	26	74
Other Auths. ...	16	3	19	38
SCOTLAND—				
C.C.	—	—	7	7
Burghs	—	—	10	10

This month's list, which is additional to those published in previous issues, is :

WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

BOROUGHS

Barking — Stalybridge — Winchester
*Rowley Regis — Tipton
*Chief officers excluded.

URBAN DISTRICTS

Hindley — Rhondda
Long Eaton — Turton

RURAL DISTRICTS

Doncaster — Llantrisant & Llantwit Fardre
Gainsborough — Newbury
Llanelly — Rotherham

OTHER AUTHORITIES

Union of Lancashire and Cheshire Institutes.
Assessment Committee for the West Derby Area.
Stalybridge, Hyde, Mossley and Dukinfield Joint Transport and Electricity Board.

WHITLEY SCALE MODIFIED

COUNTY COUNCILS

Leicestershire—6 per cent on salaries up to £300 p.a. provided combined salary and bonus do not exceed £300, and with minimum of 2s. 6d. p.w. Applies to whole time officers only, but not to institution staff except clerical staff at county sanatorium, nor to relieving officers and their assistants.

Nottinghamshire—6 per cent from April 1, 1940, on first £300 for permanent and temporary officers (except temporary clerks on casual employment in licence duties office) earning up to £400 p.a. ; with adjustment between £400 and £418.

COUNTY BOROUGHS

Burton-on-Trent—6 per cent on salaries up to £300 p.a.

BOROUGHS

Chichester—6 per cent on first £300.

Gillingham—6 per cent from June 1, 1940, on salaries up to £300 p.a., with adjustment between £300 and £318.

Harrogate—6 per cent on first £300.

Hereford—6 per cent on salaries up to £250 ; salary and bonus not to exceed £250 ; to be reconsidered October 1, 1940.

Leamington Spa—6 per cent on first £300.

URBAN DISTRICTS

Conisbrough—6 per cent on salaries up to £300.

Heckmondwike—6 per cent on first £300 ; 2 per cent on balance over £300.

Solihull—6 per cent on salaries up to £300.

NORTH-EASTERN W.C. SCALE

Employees of 18 and over, 2s. p.w. ; under 18, 1s. p.w. in respect of each complete six points rise in the official cost of living index figure from a basic figure of 155. Adjustments to be made at intervals of 3 months from July 1, 1940.

Barnard Castle R.D.—(All officers to receive 1s. p.w. in respect of each six points rise).

Chester-le-Street U.D.

URBAN DISTRICTS

Seaton Valley (on salaries up to £300 only).
Washington

RURAL DISTRICTS

Morpeth

OTHER SCALES

COUNTY COUNCILS

West Sussex—5 per cent on salaries up to £200 for single male employees ; 6 per cent on salaries up to £350 for married employees, provided salary and bonus do not exceed £200 and £350 respectively; and following scales for non-resident nurses (male and female) :

Weekly wage	Under 20s.	20s.—25s.	25s.—30s.	Over 30s.
Under 18 ...	1s. 0d.	1s. 3d.	1s. 6d.	1s. 6d.
18—21 ...	1s. 3d.	1s. 9d.	2s. 3d.	2s. 6d.
Over 21 ...	2s. 0d.	2s. 6d.	3s. 0d.	3s. 9d.

COUNTY BOROUGHS

Bath—Officers under 18, 1s. 6d. p.w. ; 18—21, 2s. 6d. p.w. ; over 21, earning under £2 p.w., 3s. ; £2—£2 10s. 4s. ; £2 10s.—£4 7s., 5s. ; £4 8s., 4s. ; £4 9s., 3s. ; £4 10s., 2s. ; £4 11s., 1s.

Cost of Living 20·6 p.c. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are :

February ...	177	May	180
March ...	179	June	181
April ...	178	July	187

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore :

February ...	14.2	May	16.1
March ...	15.5	June	16.8
April ...	14.8	July	20.6

Birkenhead—6 per cent on salaries up to £300, with minimum of 5s. p.w.

Brisloe—Non-resident officers earning up to £500 p.a. : under 21, £7 10s. p.a. ; over 21 : men, £15 p.a., women £10 ; resident officers earning up to £500 with emoluments : one-third of above if entitled to board and quarters, two-thirds if entitled to board only or quarters only.

Cardiff—£5 p.a. on salaries up to £130 ; £10 on salaries between £130 and £240.

Halifax—6 per cent on the first £300 of salaries up to £500.

Tynemouth—5 per cent on salaries up to £210, from June 1, 1940.

BOROUGHS

Dartford—6 per cent on salaries up to £250.

Dukinfield—6 per cent on first £300 of all salaries, from May 1, 1940.

Falmouth—2s. p.w. on salaries up to £150, from April 5, 1940.

Ripon—2s. 6d. p.w. on salaries up to £250.

Romford—5 per cent on salaries up to £3 p.w. ; 3s. p.w. on salaries between £3 and £4, from April 1, 1940.

Yeovil—2s. p.w. for women and single men under 18 ; 3s. p.w. to women and single men over 18 ; 5s. p.w. to married men, 5s. for joint appointments, and 2s. for employees getting free board.

URBAN DISTRICTS

Burton Latimer—5s. p.w. to clerk and surveyor ; 4s. to collector ; and 2s. 6d. to junior clerk.

Carlton—3s. p.w. to all officers.

Chepstow—4s. p.w. to all officers.

Coalville—£3 for officers over 20 ; £1 10s. for those under 20 for every complete 5 points increase above pre-war cost of living index figure, with corresponding decreases if cost of living falls.

Hetton—6s. p.w. to all officers.

Hoylake—6 per cent to married officers earning under £226 4s. p.a. (men in H.M. Forces and those benefiting under other awards excluded).

Ilkley—5 per cent on salaries up to £250, with marginal adjustment at £250.

Kidsgrove—6s. p.w. to all officers.

Llwchwr—4s. p.w. to all officers from April 1, plus any future award granted to outdoor employees by Glamorgan Joint Wages Board. (Under this award further 2s. p.w. has been granted from July 1, 1940.)

Mountain Ash—£10 10s. p.a. to officers over 21, £5 5s. to those under 21, retrospective to December 1, 1939. Future awards by Glamorgan Joint Wages Board to apply to officers in same percentage relationship as increases now bear to award already made.

Redditch—5s. p.w. from February 1 to all male officers earning up to £170, plus 2s. 6d. p.w. for each 10 points rise in cost of living index above 175.

Shepshed—5s. p.w. to married, 3s. to single officers.

Shildon—3s. p.w. to officers between 16 and 18 ; 4s. 6d. between 18 and 21 ; 6s. over 21, from March 1 ; salary and bonus not to exceed £300 p.a.

Spennymoor—5s. 6d. to all officers over 18.

Stanley (Yorks)—6 per cent on all salaries, subject to maximum bonus of £13 p.a.

Woking—£5 p.a. on salaries between £39 and £100 ; £10 on salaries between £101 and £150 ; and £5 on salaries between £151 and £250. Applies to temporary staff, but not to those on war service or temporary civil defence personnel.

RURAL DISTRICTS

Bakewell—£10 p.a. to all full-time officers.

Chesterton—7½ per cent on salaries up to £100 ; 6 per cent £100 and £200 ; 5 per cent between £200 and £300 ; 4 per cent between £300 and £400 ; 3 per cent over £400 ; limited to £12 p.a. for officers earning over £300.

Durham— 3s. p.w. between 16 and 18, 4s. 6d. between 18 and 21, 6s. over 21, to all officers earning less than £300, from March 1.

Newmarket—6 per cent on salaries up to £200.

OTHER AUTHORITIES

Egremont Parish Council—6s. 8d. p.w. to all officers.

Radcliffe, Farnworth and District Gas Co.—Salary up to £2 p.w., 2s. p.w. ; £2—£3, 3s. ; £3—£4, 4s. ; £4—£5, 5s. ; £5—£6, 6s. ; £312—£500 p.a., 7s. 6d. ; £500—£1,000, 10s.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand and they are paying those employees nothing.

ENGLAND AND WALES

COUNTY COUNCILS

Glamorgan

COUNTY BOROUGHS

Bolton — Burnley — Merthyr Tydfil

BOROUGHS

Accrington — Haslingden — Pudsey
Bridlington — Jarrow — Rawtenstall
Clitheroe — Nelson — Stamford
Colne — New Romney — Tewkesbury
Congleton — Ossett — Todmorden
Darwen — Port Talbot — Wrexham

URBAN DISTRICTS

Abercarn — Featherstone — Pontypridd
Aberdare — Gt. Harwood — Portland
Abertillery — Haydock — Poulton-le-Fylde
Ashton-in-Makerfield — Hebden Royd — Prestatyn
Atherton — Ince-in-Makerfield — Ripponden
Barnoldswick — Kempston — Skegness
Barrowford — Kidsgrove — Skipton
Bedworth — Leighton — Spennymoor
Bingley — Buzzard — Stroud
Brierfield — Littleborough — Swadlincote
Caerphilly — Little Lever — Thornton Cleveleys
Carlton — Maltby — Turton
Castleford — Milnrow — Walton-le-Dale
Chesham — Mountain Ash — Wardle
Cirencester — Normanton — Washington
Clayton-le-Moors — Oswaldtwistle — Westhoughton
Ebbw Vale — Padstow — Whitby
— Penrith — Wombwell
— — Worsley

RURAL DISTRICTS

Carmarthen — Evesham — Okehampton
Cheadle — Garstang — Oswestry
Cirencester — Haverfordwest — Pontardawe
Clown — Hitchin — Shipston-on-Stour
Congleton — Horsham — Wadebridge
Cowbridge — Ledbury — Wakefield
Droitwich — Llanelly —

SCOTLAND

Fife C.C. — Dunfermline B. — Leven B.
Buckhaven and Methie B. — Forfar B. — Port Glasgow B.
— Kirkintilloch B. — Wick B.
— Lochgelly B. —

Officers seeking new appointments will no doubt, keep these authorities in mind.

AMENDMENTS TO PREVIOUS DECISIONS

COUNTY COUNCILS

Oxfordshire—Delete decision published in July.

COUNTY BOROUGHS

Southampton—Previous decision rescinded. No 2s. 6d. p.w. on salaries up to £100 p.a. ; 5s. p.w. betwe £100 and £275, to all within grading scheme.

Darlington—Previous decision revised. Now 6s. p for married and 2s. 6d. for single officers earning up £400 p.a. with special consideration for single officers wi dependants.

West Hartlepool—Bonus reported in May increas by 50 per cent from July 1 ; to be reviewed again December.

Wolverhampton—Previous decision rescinded a question referred back for further consideration.

BOROUGHS

Chesterfield—Previous decision rescinded. Now per cent on salaries up to £350 ; officers earning betwe £350 and £367 10s. to receive £367 10s.

Southall—Incorrectly reported in June, should ha read : 2s. 6d. p.w. for men, 1s. 6d. for women under 5s. for men, 3s. for women over 21 ; 2s. 6d. for offici receiving free board, and 4s. for officers receiving hou fuel, and light ; limited to salaries up to £300.

Wallsend—Incorrectly reported in May ; has adopt the North Eastern Whitley council scale.

URBAN DISTRICTS

Seaham—Previous decision rescinded. Now adopt North Eastern Whitley council scale.

Sutton-in-Ashfield—Previous decision rescinde Now adopted National Whitley council scale.

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War Pay Position

the time of going to press, 1091 local authorities had reached decisions on the ing up of war service pay. The position was :

GLAND AND WALES

	Full Pay	Qual. Pay	No Pay	No. Decn.
nty Councils ..	25	35	1	1
nty Boroughs	33	46	3	1
. Boroughs	25	3	—	1
oughs	122	100	18	69
an Districts ..	148	127	53	244
al Districts ..	108	114	20	233
ers	17	9	3	—
OTLAND				
nty Councils ..	4	25	1	3
ghs	6	38	8	143
ers	1	1	—	—
al	489	498	104	696
centage of total ecisions ..	44.9	45.6	9.5	

arlington is continuing its original scheme, the amendment published in the June nal should, therefore, be ignored.

NALGO Examinations

he following candidates have passed in NALGO May examinations :

INTERMEDIATE GRADE

assett, Hampshire C.C. ; **R. A. Benge,** Willesden **D. Castle,** Leeds, C.B. ; **E. V. R. Gibbins,** South- .C.B. ; **G. Harrison,** Leicestershire C.C. ; **D.** arth, Lindsey C.C. ; **R. Hunt,** Bristol C.B. ; **C. M.** es, Brighton C.B. ; **T. B. Lawson,** Middlesbrough, ; **D. Lofts,** Ryde B. ; **H. Mellor,** West Riding ; **D. R. Neal,** Leicestershire C.C. ; **J. E. Payne,** ester C.B. ; **F. E. Smith,** West Ham C.B. ; **C. J.** les, Burton-upon-Trent C.B. ; **R. E. Woods,** n R.D.

FINAL GRADE

J. Barsby, Long Eaton U.D. ; **I. H. D. Brown,** esden B. ; **A. E. Bullock,** Hornsey B. ; **R. G. Copus,** on B. ; **A. E. Kay,** Brentwood U.D. ; **P. J. Scrim-** s, Hertfordshire C.C. ; **L. H. Webb,** Hendon B.

CKPOOL.—"Ryebank," 12, Derby Road. ds. North Prom. Separate tables, Lounge Room H. & C. 8s. 6d. day. Ex-Nalgoite.—**A. C. Ladkin.** e : 1348.

CKPOOL. — "The Astley," 36, Adelaide et, Minute Promenade, Winter Gardens. H. & C. r. Lounge. Terms 8s. 6d.—**Chew's.** Phone : 2413.

URNEMOUTH.—(Boscombe).—"Farlow" ate Hotel. Accommodation 40 guests. Near sea, s, amusements. H. & C. water. Recreation room, free ing. Putting lawns. 2½ gns. August 3 gns.—**Mrs. LIER.** Phone : (Bos.) 865.

URNEMOUTH.—"Eversley," Durley Road. d-residence. Charmingly situated in own lovely nds. Lawn games. Unrivalled position. Minute sea. pier, pavilion, and all attractions. Modern comfort uding H. & C. running water in bedrooms). Excellent d menu. Congenial company. Enjoy your next lay. Comfort, cleanliness, good cooking personally ed. Free parking for cars. "Nalgoites" highly mmended.—**Mr. & Mrs. Pyne.** Phone : 283.

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SPRING TERMS From 2½ Guineas.
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Tariff : **G. S. Horspool.**

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EASTBOURNE.—Elaines, Happisbough House, Colonnade Gardens. Overlooking Pier. From 45s. inclusive. Midday dinner. Supper from 6.30 until 10.30. Phone : 3248.

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EASTBOURNE. — "Trenault House," Ceylon Place. Exceedingly comfortable board residence. Min. Pier, central. Plenty Excellent food. April-May 35s., June £2, July £2 12s. 6d., August £3, September—first two weeks £2 12s. 6d., latter £2 5s.—**Mrs. Brown.** Phone : 4161.

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INSTOW, N. DEVON.—Summer Bungalow, sitting, 2 double bedrooms, kitchen, etc. Minute sea, bathing. Terms moderate.—**Box No. L.G.S. 61, c/o Darby's, 24, Black Friars Lane, London, E.C.4.**

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PAIGNTON.—"Avonlea," Carlton Drive. Comfortable board residence. Terms moderate, recommended. Nalgoite.—**Cross.**

PAIGNTON.—Hotel Atherfield, Cleveland Road, Goodrington. First-class accommodation and cuisine. H. & C. Bedrooms.—**Mrs. P. Rey.**

PAIGNTON.—"South Sands," Alta Vista Road, Adjoining the new Cliff Walk and Esplanade. H. & C. in all bedrooms. Parking and garage. Terms from 2 gns.—**Mrs. Osborn.** Phone : 57231.

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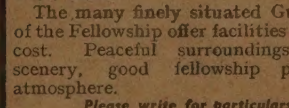

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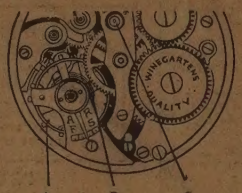

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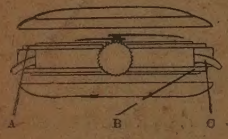

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